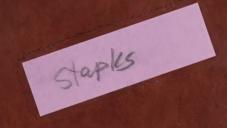
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llinois, January 5.

NTRODUCING

This first issue of Inside I.I.I.R. rolls from the office mimcograph to launch the new calendar year. It is intended to be an informal, informative collection of notes on current activities in the Institute. With a growing staff and a rapidly growing program, keeping touch has become increasingly difficult for the individual staff member. Yet, Institute contacts in the field want to know about the whole program. This is an effort to furnish that information about every two weeks. The publication is an experiment. Let the editor know if you have ideas for its improvement.

STAFF MEETINGS....

UNIVERSITY OF ILLINOIS

Consideration of the internship program and discussion of ILIR objectives promise solid meat for staff discussions today and tomorrow. Marlier talks on Dec. 18 and Doc. 23 brought the full staff together for the first time since early Sept.

PROFESSIONAL

The Chicago meeting of the American Economic Association attracted eight Institute staffers. In alphabetical order they were: Martha Carlton, Chalmers, Derber, Erickson, Garman, Horowitz, McPherson and Parrish. McPherson and some of the others also attended the first meeting of the infant Industrial Relations Research Association which McPherson, as first secretary-treasurer, has been instrumental in launching. More than 100 attended the gathering and nearly that number have signed up as charter members, including several ILIR staff members. Edwin E. Witte of Wisconsin heads the new group, a professional and learned society for those interested in all aspects of the labor field.

EXTENSION ...

Classes interrupted for the holidays go back on full schedule this week and bid fair to be on even fuller schedule soon. Gammill, Humes and Pigage resume supervisortraining programs in Chicago. Erickson takes up again his labor legislation courses for Chicago milk-wagon drivers. Figage also keeps classes rolling at Granite City and East St. Louis. Brumm takes to the field with four new courses starting Jan. 20 and 21--Economic Problems of the Construction Industry at Alton; Elements of Collective Bargaining in East St. Louis; and Development of the American Labor Hovement in both towns. Emerson Bactz, Alton attorney now teaching labor legislation at Roxana, is slated to move on to Fast St. Louis. Pigage will begin a motion and time study course Feb. 24 in Decatur where Erickson will lead off within a few weeks with two other courses. Negotiations are under way for courses soon at Peoria. Robert Osborne, Division of University Extension field man at Collinsville, stopped in the office Friday long enough to line up a course for Belleville for February.

Descriptions of all ILIR courses currently available have been prepared for inclusion in a forthcoming DUE catalogue. They are being mimeographed for general staff use until publication of a projected ILIR extension announcement. The new year, too, finds the Institute participating in a new report procedure for extension projects through DUE. Megotiations with the Laundry Workers! International Union over the holiday made final the date for a two-week short course to open May 17 on the Urbana campus.

Research staffers, teamed up for initial work on the "first round" of projects in the Decatur study, are tackling the job this way: A. E. Staley Manufacturing Co., McPherson and Sigal; construction industry, Derber and Moyer; trucking, Chalmers and Park; garment, Wray and Lucille Brown; UAW-AFL, Liveright; population and labor force, Martha Carlton. Both of these latter are under McPherson's direction. Horowitz is drafting reports on the Southern Illinois study of farmers' off-farm work, a joint project with ag economics. Martha Carlton will author the first in the new series of Bulletins. It is Federal Labor Legislation, 1947, scheduled for January. New cover, some format changes and an even more popular style are planned. Meanwhile the research committee has begun serious consideration of a technical series for publishing research findings.

PERSONAL

Just to hit a few high spots in personal notes: Virginia Garman, Betty Boone, Lee Heinle and Mary Ann Plant of the office staff had full two weeks off on vacation time or accumulated time off. Out of state went Betty to Kansas, Lee to New Orleans and Mary Ann to Long Island, all with husbands in tow. Thelma Fox relaxed in Yonkers and enjoyed the historic snowstorm. Other office staffers took a long Christmas weekend. Jackie Kaldon has found an apartment!!! 1116 West Hill, U. is the new address. Margaret Diffay, still sporting a cast on her broken wrist is back at her desk today. A good left hand will handle the mail and other duties. The McPhersons and Wrays and Schaffraths livened the holidays with open-house gatherings. McNatts went into seclusion "down on the farm" in Mo. The Garmans entertained Phil's parents from Denver over the helidays. John and Wendell Bradley and Jean Chalmers were home from studies in the East in time to miss the big snow. Ted Bradley and family dropped down from the Minneapolis winter land. The sons were quickly enlisted to help the move into the new home, 808 W. Oregon, U.

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Vol. 1 Urbana, Illinois, January 19, 19

STAFF MEETINGS.... Sessions Jan. 5,6, and 10 brought out a completed statement on the internship program; brought near agreement on a statement of Thistiatute objectives; and cleared up a number of administrative details. The internship statement sets up a three-month program emphasizing/frankgand-file work experience as an essential supplement to classroom graduate professional training. The Institute will assist in placement and check students' reports of their observations and conclusions ... Following lengthy discussions on objectives, a committee was named to submit suggested rephrasing as the basis for further staff discussions at an early date. Chalmers, Derber, Erickson, Garman and McPherson were named to the committee with the latter as chairman...The Organization Committee submitted a further report embodying two changes which were approved. One further change was indicated. Agreed to was the arrangement whereby graduate assistants will be allocated by the Chairman of Campus Instruction, the Research and Extension Co-ordinators, acting with the Director. Also approved was a system of job descriptions for nonacademic personnel giving needed flexibility as the Institute grows. Still to be written into the Organization Committee report is the function of the Research Committee The staff formalized the existing informal arrangement by which the heads of the three major divisions, plus the librarian and editor (when affected), form an administrative committee to advise with the Director...Garman, Derber, and Bradley were delegated to re-draft a statement on field contacts for the forthcoming manual....Norton was renamed staff secretary.

LECTURES

The staff approved a committee report recommending that the Institute offer a series of four lectures on the campus this spring, at monthly intervals. Outstanding spokesmen of both labor and management will be asked to participate.

GRADUATE STUDY GRANT

The William J. Donovan Memorial Grant of \$1,500 for a year's graduate study and research in labor and industrial relations in the power-laundry industry will be publicly announced this week. The grant is from the Laundry Workers' International Union and is the first of its kind to the University from a union. It will be open after Feb. 1. Candidates will be nominated by the Institute and appointed by the Graduate College with the status of Fellow of the University. Pigage played a major part in negotiating the grant.

CAMPUS INSTRUCTION

The campus instruction staff of the Institute will hold its first formal meeting at 9 a.m. Saturday, Jan. 24 in 218 Mumford Hall. Called to the session by Chairman McNatt are Bradley, Chalmers, Derber, McPherson, Parrish, Pigage, and Wray.

EQUIPMENT

A multigraph folding machine was added to the office equipment Jan. 16 to take the drudgery out of big mailing operations...On order is a Leica camera with sliding focus attachment to enable research workers in the field to microfilm newspaper clippings, minutes of meetings and other documentary materials that can't be acquired. A microfilm reader for the study of such material in the office is also on order. This equipment will go into immediate use in the Decatur study.

RESEARCH....

Twice-weekly meetings on the techniques of research have been tuned to sharpen up the Decatur study by evaluating reports already turned in, discussing operation of the filing system, and discussing and practicing interviewing. Dr. Richard L. Jenkins, psychiatrist of the University Health Station, will give further tips on interviewing at the Jan. 29 session. The group meets at 10 a.m. each Tuesday and Thursday....Derber and Bradley talked with representatives of the Freeport Chamber of Commerce and AFL Central Labor Council on Jan. 14 concerning proposed research projects. These included a cost-of-living study, a labor market study and a possible labor-management-community study.

Sessions Jone 5,6, and 10 brought out a completed statement on the etroger to describe and describe of the describe of a state of the control of the strong and the constraint of t the strange control viorest and control of the original of the original of the original of the control of the c Interest the state of the state . ascorbathan of chartes and resource to Homewall Letrons to 19,500 for a pent's graduity and and resource that court in the pool of the court of the co of the the dradeury out of the mailing operations...On order is a letter to the chief the chief of the chief EXTENSION

Nineteen extension courses offered by the Institute are described in a mimeographed folder just off the "press." To quote the folder, "Some of them (the courses) deal with technical aspects of labor-management relations, others with the basic economic and social factors underlying these relations." The descriptions later will become part of a comprehensive University extension catalogue.... Bradley and Garman will visit Southwestern Illinois early this week to see Brumm off to a flying start in four courses at Alton and East St. Louis and to look in on courses taught by Pigage in that area....Last week Bradley and Garman sounded out industry and labor representatives in Streator and Rockford on their interests in extension courses... Elements of Collective Bargaining and How Our Economy Works will be taught in Peoria, starting the first week in February ... Erickson and Humes attended the Annual Workshop in Adult Education conducted by the Indiana and Purdue Universities, Jan. 15 and 16.... Schaffrath has developed an ingenious method for reproducing charts from books or small originals by tracing an enlarged image thrown on the wall by the baloptican. Details are inked in later. Five new charts were completed last week showing a variety of economic and labor organization data. See Schaffrath for a complete list.... Copies of the proceedings of the Training Directors' Conference are being mailed out. Thelma Fox was in charge of production...Schaffrath and Pigage will give the Institute movie camera its initiation Jan. 21 when they photograph operations at the Acme Steel, Archer Avenue plant in Chicago. The films will be used in teaching operation analysis in a 32-hour motion and time study course for Acme supervisory personnel.

SPEAKERS

Bradley addressed the Faculty Forum on campus on Jan. 9, the McLean County Schoolmasters Club on Jan. 12, and a Farm-Industry Committee at Rockford on Jan. 14. Chalmers spoke on "The Engineer and Industrial Relations" at the campus chemical engineering society on Jan. 7. Norton spoke on "The Church and Labor" at the Roger Williams Fellowship of the campus Baptist church on Jan. 10. Pigage will tell about the work of the Institute before the Methods and Management Society of Henry County at New Castle, Ind., on Jan. 22. Bradley will accompany him on the junket which will include a side trip to the Perfect Circle Corp. plant at Hagerstown to observe personnel organization and procedure. Thelma Fox will lead a discussion group on the teaching of labor relations at a regional conference for social studies teachers at Valparaiso University (Ind.) Feb. 7.

PERSONAL

Harmana Kolkmeyer has been confined to her apartment with a persistent sore throat which is gradually responding to treatment. Pictures of the Dutch Sinterklaas Feast that Harmana staged in the home of Mrs. R. E. Milligan appeared in a recent issue of the Illinois (Ag) Extension News-Messenger. Margaret Diffay has resigned from the nonacademic staff and returned to her home in Indianapolis. She hopes to join her husband later in Chicago where he is studying chiropody. Lee Heinle will be in charge of the secretarial staff for three weeks starting Feb. 1. Ramona Huber, office manager, is driving to Miami, via New Orleans, with friends. The junket represents part of her 1947 vacation. Mary Connell will go on half time on the nonacademic staff with the opening of the second semester when she will enroll for nine hours of class work. She is a last half sophomore with a major in English. Dorothy Bartels and her husband will move into an apartment at 502 W. Elm in Urbana with the opening of the new semester. Margie Burnett and her husband are looking for an apartment as are the Paul Moyers, who now live in Oakwood. Missed in the listing of Christmas trippers was Peter Liveright, He got home to New York in time for the big snow then stopped off in Washington before returning to the campus. A new refrigerator was delivered to the Carlton household on the day the thermometer dipped to -2 degrees. Erickson is building furniture knickknacks from the "leftovers" after completing a handsome desk of mahogany plywood. Derber, Horowitz, and McPherson, in alphabetical order, have established themselves as top handball wizards in a continuing round of after-hours play. Prof. and Mrs. W. A. Neiswanger entertained in their home Jan. 18 in honor of the Chalmers. Chalmers and Neiswanger were fellow grad students at Wisconsin in the early '30s. The Bradleys have invited all the Institute staff to meet Dr. and Mrs. Stoddard at the Bradley home, 808 W. Oregon, Urbana, at 8 p.m. Sunday, Jan. 25. A no smoking regulation has been established for 424-430 as of Jan. 12. This is in line with Mumford Hall regulations.

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INSIDE ILIR

Urbana, Illinois, March 16, 194

No. 5

DISTINGUISHED VISITORS....

Two outstanding campus visitors this week will take time to sit down with ILIR staff members. Prof. Edwin E. Witte of Wisconsin will meet the staff in Room 218 Mumford from 10 to 12 Friday. He speaks in the Auditorium Thursday night under the auspices of the College of Commerce....George H. Harrison, grand president of the Brotherhood of Railway Clerks and member of the AFL executive council, will meet the staff from 3 to 5 on Friday, also in 218. He speaks in 100 Gregory at 7:30 p.m. Friday....Harry L. Tuttle, director of organization for the Railway Clerks, will meet from 2 to 3 p.m. Friday in 325 Gregory with Chalmers' class in Labor Union Organization and Administration. Other staff and students are invited to sit in.... Douglas McGregor, director of the M.I.T. Industrial Relations Section, spent a day in stimulating discussions with staff members on March 10. His observations on the M.I.T. experience in research, in integration of the social sciences, and in developing a theory of labor and industrial relations brought new light to pertinent, current issues...Daniel D. Carmell, general counsel for the State Tederation of Labor, will be in Champaign Tuesday, March 23, to address a dinner meeting of the Illinois Insurance Society on workmen's compensation. I.L.I.R. staff members are welcome to attend the talk.

RESTARCH....

Field work on the labor market survey in Franklin and Williamson county and parts of Jackson and Saline counties will get underway April 1. Derber and Horowitz conferred March 10-12 with leaders of Southern Illinois Inc., sponsoring organization, a non-profit group representing civic, labor and management groups interested in bringing new industries to the area. The Bureau of Economic and Business Research is making a marketing survey of the area as part of the project. Horowitz and Liveright will set up the study and recruit interviewers this week. Part of the interviewers will be recruited from the campus. Three research projects on labor legislation and administration were approved Monday by the Research Committee. These are:
(1) Comparison of Illinois law with that in other states on wage protection measures such as those on garnishment, manner of payment, suits to recover wages; (2) Preparation of popular handbooks on various phases of Illinois labor legislation, the first probably to be on wage and hour laws (others projected: employer-employee relations, social security, safety and health, workmen's compensation); (3) Employment offices in Illinois.... Derber conferred in Chicago on March 4 with Ewan Clague, commissioner of the Bureau of Labor Statistics, Adolph Berger, acting regional director of BLS, and Ellsworth Green Jr., manager of the Freeport Chamber of Commerce, on plans for a cost-of-living survey in Freeport. Martha Carlton will direct the study for the Institute.

EXTENSION

Eleanor Coit, director of the American Labor Education Service, conferred with Garman Monday on possibility of holding the Summer School for office workers on the Urbana campus....Judge Fred L. Wham, Centralia, member of the Institute Advisory Committee, will present certificates tomorrow night to 29 graduates of a course on "Elements of Collective Bargaining" at East St. Louis. Bradley will make the presentation tonight to 15 men graduating at Alton from a class in "Economics of the Construction Industry." Brumm taught both groups...Plans for the second Steelworkers Institute move ahead in discussions today in Chicago between Garman and Emery Bacon of the United Steelworkers education staff.... A discussion of the project reporting system, a review of all current projects, and a look ahead to next fall were taken up at the second meeting of DUE field representatives with ILIR extension staff members on March 12. Dekker, Newton, Osborne and York came in from Chicago, Urbana, Collinsville, and Springfield, respectively.... New classes at Galesburg found 20 signed for "Parliamentary Procedure," taught by Robb of the Galesburg division, and 50 signed for "Collective Bargaining," taught by Schaffrath...Erickson had 15 to 20 registered in new Decatur classes in "Collective Bargaining" and "Labor Relations Legislation" ... "Round Trip," a movie on foreign trade, and a talk by Chalmers on Wages, prices, and profits will take up the next two sessions of Garman's Peoria class in "How Our Economy Works." Brumm will talk health insurance with Garman's "Collective Bargaining" class next week...Lewis M. Herrmann of Newark, N.J., sec.-treas. of the International Labor Press of America and a member of the New Jersey legislature will be the dinner speaker at the Labor Journal Editors' Conference April 23. Beck, editor of Kenosha Labor, will speak on syndicated materials at the opening conference session. Herrmann is a member of the Advisory Council of the Rutgers Institute of Management and Labor Relations Bradley and Garman talked with officials of the Illinois Valley Manufacturers Association at LaSalle and the Libbey-Owens-Ford plant at Ottawa on March 11 following a meeting the night before at Harding of farm and labor leaders. The same two will explore extension possibilities in the Moline-Rock Island area on April 15-16.... Gammill and Fox are working up plans and materials for the industrial relations section of a curriculum workshop for teachers slated by the College of Education this summer ... Garman described the Institute program at a meeting of the Chicago Federation of Labor on March 2...Bradley, Chalmers and Garman will speak on a lecture series in Springfield in April. A dozen local civic groups are sponsoring the talks.

FIRST HAND OBSERVATION

Two carloads of students from McPherson's graduate seminar in collective bargaining sat in on grievance sessions between management and union representatives at the A.E. Staley Manufacturing Co. and the A.W. Cash Valve Co. in Decatur on March 12.

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No. 10

PERSONNEL

New faces again abound as another semester opens, and the office desks get closer together. Earl C. Wolfe, assistant professor of labor and industrial relations and extension, reported August 1. He comes from a job as industrial training director with the Aluminum Company of America and is a former high school teacher and YMCA secretary. Those reporting Sept. 1 were: Dale Good, research assistant, graduate of Blufton College and holder of an M.A. in labor economics from Ohio State. He is an Army combat veteran ... Ralph E. McCoy, ILIR librarian, assistant professor in the Library and research associate in the Institute, a graduate of the U. of I. library school who formerly worked in the UI Ag library and at the Illinois State library. After three years Army service in uniform, he has worked as a civilian employee of the Army...Edward L. Phillips, assistant professor of labor and industrial relations and extension. He will shortly receive a master's degree in industrial labor relations from Cornell U. where he has been a graduate teaching assistant. He also has experience as a high school teacher, in the post office service, and as a union officer...John L. Tucker, assistant in mechanical engineering in labor and industrial relations and extension, who comes from a job as industrial engineer with the New Holland (Pa.) Machine Company. He also has worked for the Crucible Steel company and the Publix Shirt corporation and extensive teaching and engineering experience in the Army Air Forces. He is completing work for his bachelor's degree this semester. Paul Kliger will report Oct. 1 as research assistant in the Institute and instructor in social welfare administration. He gained his Master's Degree in the latter THELEBRARY OF THE here in August. He is president of the Champaign local of the American Federation of Musicians and saw four year's Army service. JAN 16 1952

The lineup of graduate assistants for the fall includes: Lou Boffo, Kent State NVERSITY OF ILLINOI Thomas Gilpatrick, who worked full time during the past summer; Nathan Hakman, who has been teaching at U. of Alabama; Peter Liveright, formerly a research assistant; Scott MacEachron, Grinell; James Shanks, U. of I. grad; and Mary Torrison, who has also been on full time during the summer. Hakman is candidate for a Ph. D. degree in political science, the others for master's degrees.

Marilyn Malinsky and Carroll Thoke (both Mrs.) have joined the office staff in recent weeks, while Gladys Connell reported this week to fill the job formerly held by her sister, Mary. With Mary's leaving the office staff has seen a complete turnover since Ramona Huber became chief clerk a year and a half ago.

Latest addition to the ILIR family is Lee Case Pigage, born Sept. 9.

ORIENTATION CLASS....

First session of the orientation class for the office staff ran a half hour overtime and the girls asked for a second session on labor unions. Other aspects of labor and industrial relations and the Institute program will be covered in succeeding sessions.

CAMPUS TEACHING

Thirty-seven students are enrolled this fall for the Master's Degree in labor and industrial relations with 28 of them new candidates for the degree...New students and staff members were briefed on Institute activities at an orientation session Monday afternoon. Chalmers was in charge, assisted by Derber, Erickson, and McCoy... A student committee of Gilpatrick, Liveright, and Torrison announced that plans are being made for periodic meetings for Institute grad students. Four economics courses at the 300 and 400 level, and which are related to labor and industrial relations, now bear both LTR and Economics department numbers. Two new political science courses, now in the works, will also be jointly listed. A similar arrangement already exists with Sociology.

EXTENSION....

Seventy three reservations have been made for the Personnel Management Conference Oct 1 and 2. Nearly 100 are expected to attend....The extension staff will meet at 10 a.m. Saturday in 218 Mumford Hall....A new printed announcement of extension services in labor and industrial relations will be off the presses shortly....Fourteen extension projects are already scheduled for this fall in the report covering the period July 1 to Sept. 10. Ten of these are classes slated for completion by Christmas. Conferences listed for fall include Personnel Management, Labor Law, Public Employment Services, and Industrial Training Directors....Also listed are 30 proposals for projects, mainly classes. A number of these will be definitely lined up soon for Sept. and Oct. opening and will take the Institute program into such new communities as Bloomington, Cicero, Elgin, Geneva, Kankakee, and Moline-Rock Island.

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MORE EXTENSION

Projects completed during the summer included a class in Parliamentary Procedure and Labor Relations for Operating Engineers in the Alton-Wood River area, a workshop on supervisory training in hospitals held at Galesburg in cooperation with the American Hospital Association, the Steelworkers' Institute on the campus, the section on industrial relations in the College of Education curriculum workshop, and a share in the Adult Education Conference here. Classes in Supervisory Training and Foremanship Training are now in progress at the Butler Brothers plant in Galesburg, taught by Gerald Carter of the U. I. Galesburg Division....Stanley Robinson has taken up duties as assistant dean of extension. A former Navy gunnery officer, he comes from Charleston Teachers College.

BROADCOAST

The Institute goes on the WILL air Sunday, Oct. 3 with the first of a series of round-table discussions. The program will be aired at 10 a.m. for a half hour and broadcasts will continue through Dec. 26. Aim of the broadcasts is to give listeners an idea of their stake in labor and industrial relations, to stir their interest in these problems, and give them some background and current information. A radio committee of Dubin, Garman, Norton, and Schaffrath is in immediate charge, but all staff members will be given an opportunity to participate.

RESEARCH...

Martha Carlton will go to Freeport next week to discuss details of setting up a consumer price index for that community. She spent more than three weeks in Washington in training and conference sessions at the BLS and conferred in Chicago this week with regional BLS officials in preparation for the project...The first of a series of handbooks on Illinois labor law has been completed by Edelman and three more are in preparation by Betty Swoboda...Horowitz is back on the campus after a summer in Washington working on the study of War Labor Board experience for the National Security Resources board...Derber and Chalmers both did extensive interviewing in the East during July and August in connection with this study. First draft of the report is to be submitted by Oct. 15....Edelman heads up a study of the Illinois State Employment Service now underway. Hakman, Kliger, and Swoboda are working with him. Parrish McPherson, and Wray make up an advisory group for the study...Newest development in the Decatur study is the starting of analysis of the Mueller Company. This is the fifth of the in-plant, in-industry studies to be started....Bulletins are in press on Testing in Industry by Fox, Wage Assignment and Garnishment Lebislation by Edelman. A third, on Supervisory Training by Humes, is slated for early publication...The first of a series of articles on various aspects of collective bargaining has appeared in the revised Illinois Labor Bulletin of the State Department of Labor. Liveright authored the first; others have been written by Chalmers and McPherson. An article on Federal Labor Legislation 1947 and an article by Bradley on the Institute over-all program were also carried in this publication.

TRIPS AND TALKS....

Three Institute staff members filled luncheon club speaking dates in Champaign-Urbana around Labor Day. Chalmers spoke at the Champaign Exchange Club, Garman talked before the Kiwanis Club, and Dubin told the Urbana Exchange Club about the Institute... Director Bradley, back from a Maine vacation, didn't pause long enough to catch breath before going to Chicago to confer with college and other agencies offering worker's education courses in the Chicago area. Garman and Schaffrath also participated. Agreement was reached to announce jointly the services being offered by the various agencies and to explore further possible means of coordination...Back from Chicago, Bradley set out for two days of conferences in Southern Illinois. Accompanied by Garman and Ruthven, he visited Mt. Vernon, West Frankfort, Herrin, Carbondale, and Centralia...Wednesday noon Bradley spoke at a luncheon in Salem for the 23rd district of the IAA (Farm Bureau)...Thelma Fox went on from the hospital workshop to a three-week workshop at Riverdale, N.Y., on Problems of Economic Education for secondary schools. The workshop was conducted by NYU under a grant from the Committee for Economic Development....A number of staff members will visit sessions of the State Federation of Labor starting Sept. 27 in Chicago....Delegates of the Twin City Federation of Labor to the state convention will be told about ILIR activities at a meeting with staff members in 217 Illini Union at 8 p.m., Sept. 23. Erickson is leading a session on labor history at the UAW-CIO, Region 4 Summer School in Waukegan today.

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Vol. 1

Urbana, Illinois

November 11, 1948

No. 12

Moving Day J ... J

All hands et baggage will move Dec. 1 to new headquarters above postoffice on Sixth St. (between Green & John) -- also close to barbershop. Blueprints show fences and corridors abound. Sahib Ruthven announces he will take under advisement individual requests for type of Oriental rug desired.

ILIR

Advisory Committee (public, labor, and management representatives) meet with Bradley and other staff members prior to the Homecoming game on Nov. 13.

LINES from the LIBRARY

McCoy went to Chicago Nov. 4 to learn how U. of Chicago Industrial Relations Center Library works. Came back with chest expanded over how well ILIR library is functioning under the present circumstances. THE LIBRARY OF THE

VISITORS....

JAN 16 1952 George W. Brooks, Director, Department of Research & Daniel Workers, MTM2RSITY OF ILLIMOIS International Brotherhood of Pulp, Sulphite and Paper Mill Workers, MTM2RSITY OF ILLIMOIS

outlined his unions' educational program to ILIR staff, Oct. 28.

Hans J. Morgenthau, Assoc. Prof. of Political Science, University of Chicago, gave the staff some of his observations on international industrial relations, including the status of the pre-war German labor movement, at a meeting Nov.2.

Richard Williams, Wayne University, talks to students & staff Nov. 11, 2:30 p.m. Rm. 326 M.H. He is a specialist on community opinion formation and workers education.

Shichiro Matsui, noted Japanese authority on labor-management relations, will speak at a public lecture Nov. 18, sponsored by ILIR. Subject of his talk in 111 David Kinley Hall, will be "Industrial Relations in Japan and the United States. " Time, 8 p.m.

EDITORIAL & RADIO

Training session on the abolition of redundant and obtuse verbosity in the construction of ILIR manuscripts (How to write English without 10-syllable words) is being planned by editorial department for ILIR staff members.

Radio program over WILL tapping more and more staff talent. Listen in 10:00 A.M. Sunday mornings.

TRIPS & TALKS

Want to know about group dynamics and role playing? Ask Bradley, Garman or Fox, all of whom returned from NEA Adult Education Conference at Purdue Oct. 26-29... Brumm was in Minneapolis Nov. 6 & 7 for a conference on health insurance problems, to get ideas for planning a related conference by ILIR in Galesburg Feb. 3 & 4....

Norton led a discussion on "The Church and Labor" at Inter-Church Leadership Training Course Nov. 8, Methodist Church, Champaign.... Garman is attending the Midwest Conference on Workers! Education sponsored by the American Labor Education Service in Milwaukee Nov. 11-13.... Dowell goes to Cincinnati Nov. 13 & 14 for International Labor Press Convention....Ruthven is full of western lore after two weeks! study of the livestock industry under Armour & Co. auspices ... Pigage spoke Nov. 9 at Gibson City Lions Club.

"LITTLE LIRA"

Students and teaching staff were guests of the Bradleys Sunday evening (Nov. 7) for a buffet supper....Next LIRA (student group) meeting is scheduled for Nov. 22 at Prof. Chalmers' home for a discussion on foreign labor movements. Panel will be Chalmers, Lois Whike, and Seymour Chalfin.

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Carrie Barrell

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Personnel Management Course (448 as given this semester) is now extended to 2 semesters in cooperation with the School of Commerce. It will be called LIR & Management 448 & 449. Pigage and Loken, Commerce, will collaborate on both semesters with Pigage largely responsible for the 1st (448) and Loken the 2nd. (449).

A new course LIR & Management 312 (a human relations approach to the problems of management) will be given next semester, taught by Dubin.

RESEARCH....

Microscope is still trained on Decatur. Research has developed 12 determinants and more hypotheses to measure it by. Same will be mimeographed soon and distributed to ILIR staff, Derber says...Research continues its ISES studyComparative cost-of-living survey in Freeport by Carlton & Wilcock begins in earnest next week....

Wray has completed a comprehensive field study of the relation of industrial foremen to higher management....Parrish on "Internal Plant Wage Structures in World War II" was published in Southern Economic Journal, Oct. 48....McNatt prepared a study of "The Labor Supply of Southern Illinois as part of a volume of Southern Illinois studies published by the U. of I. press. He is also writing a book on the economics of current trade union policies in relation to the public interest....

Pigage is working on a guide to job evaluation....Smith is researching the power laundry industry use of time & motion study standards....Dubin is defining 'work'....Gammill and Bradley are examining material preparations for the teaching of industrial relations in the secondary schools....Fox is surveying treatment of labor relations in social studies texts in use in Illinois secondary schools....Parrish is planning a study of curricula for labor economics in American universities, 1900 to date.

EXTENSION....

Staff meeting Nov. 6: Use of national income approach to teaching "How Our Economy Works" discussed by Park & Fox...Derber reported in detail on the Decatur project, part of an intra-ILIR plan to let the right hand know what the left is doing (& vice versa).

Flash! A third gas buggy is expected to arrive "in the near future"--so more ILIR people can go more places.

Conferences: Illinois employment service office personnel learned how to treat job-applicants as people, how to run their own offices, and how to train their own personnel at on-campus conference for Illinois Chapter, International Association of Public Employment Services, Oct. 27-30. Wolfe was chairman of conference conducted jointly with Institute of Government and Public Affairs.

Annual Conference for Training Directors is scheduled for Dec. 2 & 3, Hamilton Hotel, Chicago. Also Wolfe's baby. Joint project by ILIR Business Management Service of College of Commerce, and College of Engineering. Pigage, Dubin & Schaffrath of ILIR, Loken & Strong of BMS, assisting.

Taft-Hartley Act and Illinois Workmen's Compensation and Occupational Disease legislation will be subjects of the Conference on Labor Law, to be conducted by ILIR and the College of Law, in cooperation with Illinois State Federation of Labor; on campus Dec. 9-10. Bradley, Garman, McNatt of ILIR: Sullivan & Conard of Law will be on the program. Oliver Mount, vice-president, American Steel Foundries, Chicago, will speak on "Collective Bargaining & Management Prerogatives" at dinner session, Dec. 9. Victor A. Olander, secretary-treasurer, Ill. State Federation of Labor will speak at Friday lunch. Both are Advisory Committee members.

Classes: 18 extension classes are now in progress in various parts of

Classes: 18 extension classes are now in progress in various parts of the state... Two new classes are set up for Galesburg: "Public Speaking and Group Leadership," taught by R. Y. Robb, Instructor in English, U. I. Galesburg Div., and "Practical Application of Psychology in Industry" taught by John W. Hancock, Ass't Prof. of Psychology. Both will begin Thursday Dec. 2, continuing through Jan. 27--for management-labor groups.

* *.



some stayed home.... but Bradley, Fox, and Gammill went to National Council of Social Studies Conference at the Palmer House, Chicago, Nov. 25-27. Bradley was on a panel discussing labormanagement relations at the highschool level; Gammill on another exploring the problem approach to economics in high schools; Fox observed.

OTHER TRIPS & TALKS ...

McCoy attended Illinois Library Association meeting Nov. 18-20, at Springfield. Came back with new title - Editor of the ILA Record...Bradley chaired a panel discussion on "Library Services to Industry and

Labor" on Nov. 19 at same meeting.

Bradley also spoke on "Public Discussion and the Democratic Order" at 30th Anniversary meeting of the Bloomington-Normal Forum Nov. 14.

Dubin's popularity increases. Dec. 1 he talks on "Strikes in Industrial Conflicts" on the Library Hour. The next day he tells the Illinois Society of Professional Engineers about "The THE LIBRARY OF THE Engineering Profession and Job Standards" at the Men's University Engineering Profession and Job Standards at the Indian Club. Dec. 9 he adds to the initiation of new Tau Beta Pi (engineerismy of ILLINOIS neering honor society) at Hotel Tilden Hall by speaking on "Engineerismy of ILLINOIS" & Human Relations."

Wolfe turned analyst at Nov. 23 Elgin Chamber of Commerce meeting and held forth on "Trends in Industrial Training."

Pigage led a discussion on analyzing plant layout and operations to improve materials handling at the University of Wisconsin's Institute on Materials Handling, sponsored by the Industrial Management Institute, Nov. 17.

ILIR talent will participate in the Central Illinois Workers Education

Conference sponsored by AFL unions in Decatur Dec. 4 & 5.

CLERICAL ...

Egyptian hieroglyphics may be interesting-but not to the clerical staff. They want legible handwriting and please -- no cracked records! New streamlining will insure careful proof-reading.

Visitors over Homecoming weekend were former staffers Mrs. Betty Boone

and Mrs. Kay Dempsey Vogel.

Bartels, Keswick, & Malinsky go home for Thanksgiving turkey to Chester, Chicago & Flora, respectively.

LIBRARY ...

A monthly list of selected readings for high school students and teachers will be a regular publication of the Institute and the School of Education. First issue is off the press.

CAMPUS TEACHING ...

Cecil Lanham, director of education and training of the American Institute of Laundering, Joliet, described the AIL program to the personnel management class (LIR 448) on Wednesday, Nov. 24.

RESEARCH ...

A meeting of the Local Advisory Committee to the Decatur Project will be held the second week in December ... Carlton and Wilcock, back from Freeport, report field work completed. Comparative cost-of-living data will be compiled by January with some supplementary material on housing (by-product of the rent survey) available earlier...Research Report No. 2, "Farm and Non-Farm Work in Two Southern Illinois Counties" has gone to press.

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EXTENSION...

New Classes: Erickson began a series of six lectures on 'The Meaning of Democracy in Our Daily Life' for the AFL Chemical Workers Local 241, Chicago, on Nov. 16.

Wolfe began 'Problems of Personnel Management' at Streator Nov. 17.

Tucker will teach 'Introduction to Motion & Time Study' at Granite
City Jan. 20-Feb. 28; also 'Job Evaluation' for the International Association of
Machinists in Bloomington. Feb. 1 to May 16.

Machinists in Bloomington, Feb. 1 to May 16.

A new course, 'Illinois Legislation: How it is Made and Enforced' is being given for AFL union legislative committee members in the Champaign-Urbana area, at the request of the Twin City Federation of Labor. The course will start Jan. 6. Instructors will come from ILIR and the Institute of Government and Public Affairs.

Graduation:

Eleven Chicago AFL-ers received certificates Nov. 22 at the close of Erickson's class on 'Elements of Collective Bargaining.' Clinton Bush, Institute Advisory Committee member, presented the sheepskins.

Requests:

Following the beginning class at Granite City, Tucker will continue with motion and time study through June 20...G. D. Searle & Co., Skokie, have asked for 'Motion & Time Study' also, to begin early in February. Pigage will teach the in the afternoon, then grab a sandwich enroute to Chicago where he will instruct the CIO Steelworkers local union members at Crane Co., on 'Job Evaluation.'... Bowman Dairy Co., Chicago, wants two sections on Industrial Psychology beginning Feb. 3, to be taught by Humes.

An experimental one-week, on-campus course on foremanship training for A. E. Staley Co., Decatur, is in the planning stage following a conference in Decatur between company officials and Garman, Wolfe, and Newton (DUE).

Park & Phillips canvassed Mattoon labor groups Nov. 22, exploring claspossibilities.

Conferences:

'Union Health Programs' has been definitely set for Feb. 3 & 4, at Galesburg. Brumm is chief promoter for this one...Training Directors Conference, Dec. 2 & 3, Hotel Hamilton, Chicago...Problems of Labor Law on campus Dec. 9 & 10.

LIRA...

A program of graduate student observation of extension classes is being worked out by LIRA and ILIR extension instructors.

EDITORIAL...

Needs pictures of staff members for files to be used for publicity. Bring them in please.

ETCETERAS...

Unfortunately the carpets ordered for the new office were of the flying variety.

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Vol.1

Urbana, Illinois

December 17, 1948

No. 13



'Twas two weeks before Christmas and LIR staffers all Were still at their desks in old Mumford Hall. But more memoranda on moving day woe Floated out with the carols from room 4-3-76 LIBRARY OF THE

JAN 1 6 1952

TO HACH AND ALL ...

Santa Clause came early this year, bringing a UNIVERSITY OF ILLINOIS for the Institute -- maroon too!

Personnel Committee is working on criteria for evaluating academic staffers performances. Committee made of administrative group plus Edelman, Horowitz and Wray who represent the staff.

At Faculty meetings Dec. 4 & 6 problems of staff members belonging to and participating in organizations concerned with labor and industrial relations was considered and recommendations made to the Director for drafting a statement for ILIR Manual.

In car-load lots, ILIR ers are planning to go to Cleveland Dec. 28-30 for Industrial Relations Research Association meeting.

Bradley will speak on "Labor Unions and Political Theory" at American Political Science Association meeting Dec. 28-29 in Chicago. Other ILIR staffers are planning to attend this conclave.

It was party week, with birthday celebration Tuesday for Ramona Huber, Marilyn Malinsky, and Merle Vogelsong. Christmas party Thursday, complete with tree and presents ... And mixed with the carols, almost everyone is singing "I'll be home for Christmas."

The Bowling team expects to cop a tourney prize-the unanimous opinion of teamsters Bartels, Burnett, Keswick, Malinsky and Pollard.

Substantial "runs" (for translation see McCoy) of 13 labor journals have been received--gifts from Amherst College.

Congratulations to Amridthari Singh who received his M. S. in Congratulations to Amridthari Singh who received his M. S. in Passarch in New York. Nov. 26. Social Science from New School for Social Research in New York, Nov. 26. "Each for All", British Information Service film was shown to class on foreign labor movements at Chalmer's home Dec. 15.

RESEARCH ...

Progress report on the Decatur study was made at a meeting of the Decatur Community Advisory Committee by Derber and other researchers Dec. 15. Appropos the Decatur project, Horowitz is beginning a critical survey of literature oh labor-management relations in the area.

"Farm and Non-Farm Work by Open Country Residents in Two Southern Illinois Counties" by Horowitz (Research Reports #2) is off the press.

A comprehensive study of wages in Illinois is cooking for Research. As a beginning, Wilcock spent last week in Chicago gathering information from the state Labor Department, U.S. Bureau of Labor Statistics regional office, and the State Chamber of Commerce. As the first step in the study, he is preparing a bulletin on types, descriptions, and methods available for obtaining wage data in Illinois.

Edelman is preparing an abbreviated article on "Vage Assignment and Garnishment Legislation in Illinois" for publication in the Illinois Labor Bulletin.

Horowitz summary of the Crab Orchard study appears in the Nov. issue of "Opinion & Comment" published by the University's Bureau of Economic & Business Research.

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CAMPUS INSTRUCTION ...

Plans for the summer session, and placement of June grads were topics under discussion at Campus Instruction Staff meeting Dec. 11...Interdepartmental committee on courses in personnel management has been enlarged to include representatives of sociology, political science, engineering, and psychology, as well as present ILIR and commerce representatives. ILIR-ers on this committee are Chalmers (serving as joint chairman with Grimshaw of Commerce), Dubin, McNatt, & Pigage. First meet of this group, Dec. 13.

Chalmers (it says here in advertising lit. put out by Harpers for "Labor Unions in Action" by Jack Barbash) likes the book and uses it as one of his texts.

EXTENSION...

Wolfe was a man-about-country last week. He led a discussion session at Missouri Hospital Association Diagnostic Clinic on administrative problems, St. Louis Dec. 6. Also talked on the place of universities in labor & industrial relations at Downers Grove Lions Club Dec. 14.

Training Directors Conference in Chicago Dec. 3 & 4, was master-minded by Wolfe, assisted by Dubin, Fox, Garman, Park, & Pigage. This project joint-sponsored by TLIR and Colleges of Commerce and Engineering in cooperation with Illinois Training Directors Association.

To Decatur Dec. 4 & 5 for Central Illinois Vorkers Education Conference went Garman as participant in a panel discussion on "Education for Democracy". Dowell & Erickson led discussion sessions on membership participation and union administration at the same conference.

"Problems of Labor Law", on campus Dec. 9 & 10, attended by about 50 union representatives and attorneys. College of Law and ILIR, in cooperation with Illinois State Federation of Labor staged this. Garman was manager-in-chief.

Bradley was featured speaker at the CIO State Industrial Council Convention Dec. 12 in Chicago. ILIR had an exhibit there, and other staff members attended.

Brumm attended meeting of Universities and National Labor Service in re workers education materials at Chicago Dec. 4 & 5.

Erickson told about the Institute at UAW-CIO Region 3 Conference in Peoria Dec. 12.

25 certificates go to grads of Bradley's class on "How Our Government Works" at the last session in Peoria Dec. 16.

Wolfe's class, "Problems of Personnel Management" at Streator, attracted so many varied individuals that it was necessary to divide the class into two sections, "Personnel Problems in Supervision," and "Problems in Personnel Administration." Schaffrath teaches the extra session.

Gammill told a group of Springfield social studies teachers all about "Teaching of Labor-Management Relations in Schools," Dec. 2.

Phillips is investigating class possibilities in Mattoon.

EXTENSION STAFF MEETING, Dec. 18. Agenda will include more on evaluation of extension classes, report of the committee on promotion of labor classes, and recommendations of the personnel committee on efficiency rating procedures for extension staffers.

ILIR, Colleges of Agriculture and Commerce are among the sponsors—along with civic, farm and labor groups—of the 4th Annual Mid-West Conference of Agriculture-Industry-Labor at the Masonic Temple, Decatur, Jan. 13 & 14.

A series of 3 lectures planned for Danville Trades and Labor Gouncil by Brumm. Speakers will be Chalmers, Garman & Wolfe. 1st talk Jan. 26. Similar series in planning stage for Quincy.

MERRY CHRISTMAS TO ALL!





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IAN 1 6 1952

Champaign, Illinois

March 14, 1949

No. 1

OPEN HOUSE

Vol. II

LAST MONDAY, March 7, was the official opening of the Institute's new offices. Institute friends came that evening, saw exhibits of the Institute's activities, viewed films, and helped themselves to bunch and cookies. Guests included Dr. and Mrs. Stoddard and Mrs. and Mrs. Lloyd Morey. Others were on hand from Law, Economics and Political Science Departments, the DUE and other divisions.

* * * * *

FAR AND WIDE Bradley will be much on the move this month. March 9th he talked to U. of I. chapter of Kappa Delta Pi on "Employers and Workers Are People Too-For the Schools". . . March 10 to Rockford for the Agriculture, Industry, Labor Conference. . . March 21-23 a trip east to one of the 'little three' schools, a lecture at Amherst College. . . And March 31-April 1, Bradley goes to his first meeting of the LeMoyne College, Memphis, Tennessee, Board of Trustees to which he was recently elected a member for a 3-year term.

McPherson and Derber are back from Princeton and a conference on "Research on Industrial Relations" of the Social Science Research Council, Committee on Industrial Relations Research. Derber sat in on a panel at the conference . . McPherson stopped off at Washington, D. C. for a talk with the National Security Resources Board.

A trio - Garman, Humes and Ruthven, attended Chicago meetings of the Illinois State Chamber of Commerce Legislative Clinic and the Society for the Advancement of Management Conferences on Problems of Reconversion in mid-January.

Lost in the blue was Herman Erickson a week ago Thursday. Returning from Rockford, Herman's plane flew astray and he wasn't able to get home until 2 in the morning.

* * * * *

EX LIBRIS Ralph McCoy recently inventoried American trade union journals in the University's main library and in the ILIR library. He listed them, sent a copy to staff members and asked their opinions on continuing some journals, completing back files of others and keeping current editions here in this office. He'd like to see some more returns on this.

McCoy also has been busy on the Peoria class on Illinois Legislation. He was in that city when the course began to arrange for a book shelf at the local library for reference materials. He's been working with Walter Myers of the State Library to make up a new reading list for the course.

* * * * *

ON-CAMPUS It's old stuff now, but in the brief period between semesters, back in February, several ILIR students with previous work experience sweated out the formal examination given by the faculty committee headed by McNatt. Seven took the exam, 7 passed.

LIRA After a short but intensive campaign on February 18, LIRA has new officers. Don Hay is president, Sy Chalfin and Arthur Stemfelt are VP's and Bob Randolph won the race for Secretary-Treasurer. The election took place at the Dubins' who kindly entertained. Latest meeting of the group was Friday, March 11.

X-TENSION Top o' the news was the well attended Conference on Labor Journalism at Navy Pier in Chicago, February 26. Most of the 80 union editors and journalists came from the Chicago area but some traveled from Alton, St. Louis, Madison and Milwaukee. Dowell was conference chairman. Up from Urbana for the day were Bradley, Cooperman, Fox, Garman and Sieck. Plans are already underway for the Third Annual Conference for Labor Journal Editors. It's tentatively scheduled for late in April to be co-sponsored with the School of Journalism.

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More attended the February 3 and 4 conference on Union Health Programs for which the Institute teamed with the Division of Social Welfare and the College of Medicine. Present at the Galesburg campus were 150 representatives of the unions, management, medical profession, public health services, and insurance companies. John Brumm was conference chairman. Other ILIR staff people who were there: Bradley, Dowell, Erickson, Garman, Kliger, Park, Phillips, and Ruthven.

Classes: Graduation day came last February 24 for 16 students of the Urbana class on Illinois Legislation: How it is Made and Enforced. Twelve got certificates of completion at the last session. Word of the course - cosponsored by the Institute of Government and Public Affairs and ILIR - got over to Peoria and now Dowell dashes Peoriaward each Tuesday. Assistance in the course to date has come from Bradley, Edelman and Neil Ford Garvey (DUE).

The Streator classes in "Problems of Personnel Administration" got library space for reference texts when Earl Wolfe and Bill Schaff-rath arranged for a special shelf of books in the city's Public Library.

The Quad cities area got its first ILIR classes early in February. "Grievance Procedure and Collective Bargaining" is the subject as requested by local unions of the UAW-CIO. Erickson makes the week-ly trip to East Moline to meet a group of shop stewards. The East Moline trek for Erickson follows closely on the heels of the wind-up of his classes in Collective Bargaining in Chicago. Thereat he awarded 46 certificates to class members.

"Public Speaking and Group Leadership" and "Practical Application of Psychology in Industry" handled by R. Y. Robb, of Galesburg, and Schaffrath are the two courses being continued at Galesburg... Bill, incidentally, along with Stanley Robinson, Assistant Dean of DUE, was feted by students of a Chicago class on Psychology of Supervision at Ricardo's Restaurant.

In Mount Vernon, classes on "Selective Problems of Personnel Management" will begin soon under the guidance of Wolfe and Gammill. . . Gammill's open class in "Personnel Management" got underway in Chicago early in February with 30 enrolled.

Brumm started a class in East St. Louis on Feb. 15 with AFL Chemical Workers Union stewards on "Grievance Procedure." He intends to use role playing

A training program takes shape with the go sign from ISES and the UCC on a 10-session supervisory course, to begin April 14. Wolfe and others of ILIR and the Inst. of Government and Public affairs will instruct.

Talks: As a warm-up for labor courses in Streator, Schaffrath spoke before a meeting of the United Trades and Labor Assembly there and took along as an added attraction the two sound film strips "The Saga 666," and "The Man in the Cage" . . . Phil Garman, at Roosevelt College in Chicago on January 30, first chaired a mock arbitration session and then led a discussion on procedures. Occasion was a two-day Midwest Educational Conference of the Hosiery Workers Union. Also in Chicago in January Arthur Bestor, of the History Department, guest-lectured for ILIR on the Development of Democracy in the United States to AF of L Chemical workers on January 12.

Here in Urbana, Herman Erickson had lunch with the honorary educational fraternity, Phi Delta Kappa, at the University YMCA and told the assemblage about ILIR's adult education program . . . Al Park got up to Chicago in mid-February to talk to the Chemical Workers Union, Local 241, on the economic basis of democracy in this country . . . Al did another spot early in March, subbing for E. B. McNatt, on "Congress and Labor Legislation" at a gathering in the University YMCA.

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Three members of the staff recently completed a series of public lectures sponsored by the Danville Trades and Labor Assembly. Earl Wolfe talked on "Human Relations in Industry", Bill Chalmers followed with words on "Collective Bargaining and the Community," and Garman concluded the series with a discussion on "Where is the Labor Movement Going."

Bradley spoke to an audience of 300 on "Industry and the Community" in the first of a series of public lectures in Quincy. The series was requested by a local labor-management group chaired by Neal Myers. Bob Dubin and Harry Van Arsdell, of Economics, talked on "Human Relations in Industry," and "The American Economic System in Operation."

At an extension staff meeting on March 5, Stanley Robinson, DUE Assistant Dean, explained "Paper work and other ILIR-DUE relationships." New extension evaluation procedures, developed by Fox, were adopted February 19.

Visitors: Late in January, Burt Mason, Franics W. McPeek, Industrial Relat-Area Director for the United Paperwork- ions Secretary of the Council for ers, CIO, lunched with members of the staff. Topic of discussion was ILIR extension services for unions.

Social Action of the Congregational Christian Church talked with staff and students on Thursday, March 10.

* * * * *

RESEARCH A second mimeographing of Martha Carlton's final report of the Freeport cost-of-living study was necessary to meet requests . . . Chalmers, Derber and McPherson, comprising a board of editors, have turned out their study of Problems and Policies of dispute Settlement and Wage Stabilization During World War II for the National Security Resources Board. Recent word from McPherson is that the linished product is now in Washington, D.C.

* * * * *

FROM 8 to 5 (Clerical notes with special word from the stockroom.) Margaret Pollard is now major domo of the stockroom. She took over inventory and supply clerk duties when Jackie Kaldon's assignment in extension and travel left no time for the stockroom work. Margaret reports people are cooperating nicely to keep neat stacks of supplies in order on the supply shelves, much thanks says she. In the same baliwick, Ken Lowe has been back stockrooming for the Institute for two months now . . . Additions include Mrs. Lillian Courtney, recently added to the clerical staff . . . Pat Yonce has taken over the job of keeping the records of the revolving fund . . Orchids go to Marguerite Keswick for the art work on the Labor Journalism Conference notebook.

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MEMO To the staff. While Bradley is away, March 11-Narch 29, Garman is ILIR chief.

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INSIDE ILIR

Vol. II No. 2.

April 5, 1949 Champaign, Ill.

X-TENSION

ILLS I in

Labor journalists and union publicity committeemen are scheduled to get together on the campus April 22 and 23. ILIR and the School of Journalism will sponsor two days of workshops, panel discussions and dinner-table meetings. Dowell, conference chairman, lists problems of publishing, legal problems of labor journalism, advertising and editing, photography, radio programs and publicity as topics to be covered. Likelihood is that Mark Starr, ILGWU Education Director, will speak at Friday, April 22, luncheon.

* * * *

Several new classes are on the way. One on labor legislation for union groups in Mattoon is expected to start April 19. Ed Phillips will be instructing . . . Two courses are scheduled for shop stewards of the International Association of Machinists in Waukegan, April 12. John Brumm will lead an afternoon class on Grievance Procedures for employees of the Deepfreeze Company. He'll teach the same subject in the evenings for union members in other plants of the same concern . . Brumm also starts a class in Social and Protective Legislation for AFL representatives in the Belleville area on March 30.

* * * *

Earl Wolfe led a discussion on industrial relations problems at the Illinois Churchman's Legislative Seminar in Springfield on March 29.

Several members of the ILIR extension staff will participate in a conference on April 9 in Chicago, sponsored by the CIO Community Services Committee. Others plan to be at the annual Labor Education Service Conference for professional workers in the field of workers education. It will be on the University of Chicago campus April 15 and 16.

Arrangements between the Institute extension staff and Stan Robinson makes way for ILIR staff assistance to DUE field staff. The project is to promote programs within the next few weeks, complete plans this spring and get them into operation early next fall.

Extension staff met Monday, March 21. Most of the agenda was devoted to reviewing previously planned programs and discussing additional projects. James T. Farrell, novelist, discussed some psychological and philosophical approaches to the problem of workers education.

* * * *

Al Park and Arthur Wildhagen of the University's Public Relations Office journeyed to Galesburg recently to meet with the Old Timers Club at the Brotherhood of Railroad Trainmen's Lodge. Park talked about the Institute's program and Wildhagen talked and showed two films on railroading.

* * * *

LIRA

The McPhersons will entertain LIRA and faculty members at supper on Sunday, April 3. Wives are cordially invited says the invitation. Festivities begin at 5 in the evening . . The Grievance Committee recently formed by the group has already had two conversations with faculty members. So far they have given chief consideration to placement, internship and thesis seminar.

CLERICAL

Pat Yonce is flashing a new diamond . . . Wedding bells in June.

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GRADUATION DAY. Illinois Legislation: How It Is Made and Enforced, graduated 16 students from a Peoria class on March 29. The course went to Peoria at the request of the city's Central Trades and Labor Assembly. The Institute of Government and Public Affairs and ILIR conducted it. Dowell instructed with Bradley and Edelman and Phillip Moneypenny, Political Science, and Neil Garvey, DUE doing guest spots . . The East St. Louis course on Illinois Compensation Law, taught by Emerson Baetz of that area, ended on March 30 . . Management classes in Streator conducted by Wolfe and Schaffrath came to an end March 23. Certificates were presented by John Fornoff, former President of the Board of Trustees of the University. MissMaxine DeMuth, Streator Librarian

Trustees of the University. MissMaxine DeMuth, Streator Librarian, who cooperated with the staff to make books available to students, was also on hand. One result of the course was the YMCA's plans for sponsoring an Industrial Management Club.

* * * *

RESEARCH

Edelman took a crew consisting of King, Kliger, Swoboda, and Hackman to Herrin on March 30. The trek was a field work expedition for the ISES study.

ILIR will lose Martha Carlton on May 1 to her husband and Silver Springs, Md. Mr. C. leaves U. of I. then for Md.

March 10 found Chandler with two speaking dates. First session was with a group of 75 women of the Women's Christian Service Society at Wesley Foundation where she talked on "Human Values and Labor Relations." Later in the day she talked to a class on Community and Society about conducting a community survey.

* * * *

ON CAMPUS

The faculty staff of the Institute has held a couple of meetings. March 2 and March 25. They are continuing curriculum discussions and have agreed on several points. LIR (Soc.) 318, Human Relations in Industry, will be used for graduate students with little training in sociology. A more advanced graduate course in the same field will be instituted . . . Two new courses were approved. LIR (Psych) 357, Psychology of Industrial Conflict and LIR (Psych) 457, Psychogenics of Industrial Conflict. 457 will be an advanced graduate course for specialists in the field . . . The group agreed to extend the non-credit course in industrial relations to all staff members. This is a temporary arrangement and for the time being the course will not be open to students . . . Chalmers reports that the faculty is considering a number of proposals from the LIRA group.

Chalmers' course in Labor Organization and Administration took on a social aspect Sunday evening (March 27) when all met at teacher's house for movies and a discussion of the ILGWU and Butcher Workmen with Miss Helen Duncan.

* * * *

FAR AND WIDE

ILIR is becoming air borne. Homer Gammill flew to his class on Selective Problems of Personnel Management in Mt. Vernon on March 29. Garman and Fox flew up to Chicago on March 11. Garman to attend a conference. Fox to evaluate one of John Tucker's classes.

Bradley, recently returned from points Fast, will soon,
April 12, be off to Grand Rapids, Michigan to speak to
YMCA industrial clubs on "Current Developments in the
Field of Industrial Relations." A week later he'll be in Chicago speaking to an
Agriculture extension class for Borden's Dairy employees on "Public Relations" at
Navy Pier.

Herman Erickson had a recent highway tiff with a truck and a telephone pole. Skillful jockeying brought him off okay but the car came out second best. The truck didn't even stop to apologize.

* * * *

SHORT SHOTS IN SUNDRY DIRECTIONS

Schaffrath arranged a showing of the ILGMV film "It's Our Union" for staff members on March 28 . . . It was incorrectly reported here that Schaffrath instructs the Galesburg course on Practical & Applied Psychology. He doesn't. Gerald C. Carter, Director of Student Personnel at Galesburg does . . . "Tray informs us that President D. F. Swartwout of the firm of the same name, will be here April 3, for a public lecture on "A Philosophy of Good Labor Relations" in 223 Gregory Hall at 8 P.M., and a question answer session with ILIR staff and students April 7, 10 A.M., Room 211 Union Building Swartout's been experimenting on methods to improve labor relations in his own plant.

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Vol. II No. 3

April 26, 1949 Champaign, Ill.

INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS

STAFF - STUFF

The Institute's Advisory Committee met April 13, Room 215, Illini Union. Bradley reported that ILIR, since its start in September 1946, has developed a graduate program leading to the M.A. (45 students presently enrolled), has instituted more than a dozen research projects, and has reached more than 4,000 people throughout the state in extension classes and courses.

Committee members present were Henry Bolz, Clinton Bush, G.W. Hoelscher, Irving Dilliard, Joseph Germano, Mrs. Bernice Van derVries. The Faculty Council was represented by Robert Browne, Charles Kneier, Albert Harno, and H. M. Gray.

At the suggestion of the Advisory Committee, the Institute will prepare a new

bulletin on Institute history and present activities.

* * * * *

Several announcements came out of the Staff meeting last April 8. Ramona Huber moved into a new desk in the outer office. She'll be in charge of the budget and internal auditing and secretary to numerous ILIR committees. Vogelsong is now in charge of the clerical office. Bryant Ruthven will be spending fulltime on placement and internship.

Staff members also discussed the budget and revisions of Institute policy on staff members' activities. Summer vacation-time -- discuss with division heads.

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ON-CAMPUS

The Experimental Course turns in a new direction at its next meeting. The past five sessions have been used to analyze studies from the viewpoints of separate specialists: The economist, the sociologist, the psychologist, and the political scientist. The attempt now will be to study specific industrial relations situations and 'gestalt' the earlier separate approaches into one over-arcing approach.

LIRA people expect to picnic May 1, if they can convince the weatherman that the calendar says Spring is here to stay.

Guests-on-the-campus. Fred A. Krafft, industrial relations director with long experience in several firms, including the Viscose Corporation, was in Urbana April 20. He discussed employer approaches to unions in Chalmers class on Labor Union Organization.

A.A. Liveright, Director of the Union Leadership Training Project of Chicago University was here April 21. He met with Extension staff people and talked in detail about the extensive materials prepared by the U of C on labor education.

TO MICHIGAN

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FAR AND WIDE

Bradley, just back from Grand Rapids, Michigan and an address to YMCA industrial groups on "Current Developments in Industrial MISSOURI Relations," pauses here briefly before setting out for Cape Girardeau, home of Southeast Missouri State College. Moore Institute of Human Relations convenes there April 26-28 and Bradley will lecture at some of the sessions, chiefly on "Current Questions in

Labor-Management Relations" . . . Early next month PB is scheduled to participate in the American Association of Adult Fducation Conference at Columbus, Ohio.

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X-TENSION

April showered three new courses and a training program on the extension people. They line up like this:

BELLEVILLE - At the request of the Belleville Trades and Labor Assembly, ILIR began an 8-week course in Social and Protective Labor Legislation on March 30. Classes are open to the Public. Instruction is in the hands of John Brumm who has invited members of the Social Security Board and other experts to meet with the classes and provide information and comment on specific laws.



SPRINGFIELD - A course in Labor Legislation for the Mattoon Central Labor Union opened its doors April 19. Ed. Phillips is instructing.

CHICAGO, April 21 and 22 - ILIR and the Institute of Government and Public Affairs are cooperating in conducting a Supervisory Training Program for employees of the Illinois State Employment Service and the Division of Unemployment Compensation. 80 people will participate in the program. They'll be divided into two groups with Bill Schaffrath & Earl Wolfe each handling a section. Other staff members of the

University and experts from management will meet with groups from time to time. The course will convene once a week for ten weeks.

Looking ahead it's possible that a similar program will be requested for downstate employees of the Services sometime next Fall.

* * * * *

Homer Gammill went to Bloomington on April 1, to join a panel discussion on "Intergroup Tensions between Labor and Management." The discussion was sponsored by the Illinois Council for the Social Studies for Secondary School Teachers,

Bill Schaffrath went to Chicago April 20. Four days later, on Sunday, he joine! Earl Wolfe to be the guest of the University of Minnesota Medical School, Both talked and lead conference groups for graduate students who are training as guest lecturers. The meetings, conducted by the Hospital Administration School, are designed to provide guidance in the conference technique as managerial tools.

Wolfe recently appeared as the first speaker at the initial meeting of the

Personnel Club sponsored by the Streator YMCA.

In the mill is a plan for ILIR and College of Engineering to cooperate in running 3 personnel management Institutes next fall. Present program calls for 2 or 3 day sessions.

* * * * *

Sixty people, including more than 40 representatives of labor publications and union publicity committees from Illinois and Indiana, attended the Third Annual Conference for Labor Journal Editors and Publicity Committees April 22 and 23. week-end sessions of panel discussions, workshops, lumcheon and dinner meetings was keynoted by an address from Mark Starr, Educational Director of the International Ladies Garment Workers Union.

* * * * *

EX LIBRIS

You can discover whether or not the Institute Library has the labor newspaper you mant to read very easily these days. McCoy can supply you on request with a copy of "American Independent Labor Journals in the University of Illinois." The list has just come out; it's the second to appear this year. McCoy also informs that a forthcoming list will tell the story of foreign labor journals held at U. of I.

If books you borrow from the Institute Library book shelves appear well used it's because circulation for the month of March was 3 times that of February.

* * * * *

CLERICAL

Mrs. Evelyn Huber is McPherson's new secretary replacing Esther Edelman. Gloria Zwinak joined the staff on April 3 . . . and Lillian Courtney, a newcomer last month, is now receptionist in the front office replacing Dorothy Bartels who left April 13. · And the second second

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INSIDE ILIR

Vol. II No. 4

May 20, 1949 Champaign, Ill.

INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS

ON-CAMPUS

On-campus instruction staff met April 29. They made decisions on a number of things. Affecting the student body: The Institute will continue to require all eight units for a Masters degree to be taken in residence. The chairman of on-campus instruction will change the requirement only in the most exceptional circumstances . . The time of finals this semester will be at the discretion of the instructor, either the last regular class session or during the regular University exam period.

Standards for the final examination for candidates for the Masters degree in Labor and Industrial Relations are in effect. Qualified grads take a two hour oral before a committee named by the chairman of on-campus instruction. Candidates take the exam only after they have completed a thesis and have had it approved by their advisor. The advisor will then serve as chairman of the examining committee which includes two or three other faculty people. The examination itself covers any questions arising from the thesis as well as all the areas of subjects covered by the student in graduate courses.

First to go before an examining board was Jack Smith, on Saturday, May 14. . . next up were Eva Cohn, Irving Raines, and Jim Shanks on the following Monday. Several more are expected to be scheduled during the summer for August graduation.

These four are the first Institute students to complete academic requirements for an M.A. in Labor and Industrial Relations at the U. of I. Their plans for the future? Cohn still has to complete her job internship. She expects to leave May 24 and hopes to get a job with B.L.S. in Atlanta, Ga. Smith expects to leave here June 15 for Fontana, Calif., where he has a job as production assistant at the Kaiser Steel Company. Raines will spend five weeks this summer studying internal communications for the Crane Company of Chicago on a fellowship awarded by the Foundation for Economic Education. Shanks left May 17 for his home in Terre Haute, Ind. His plans for the future are indefinite.

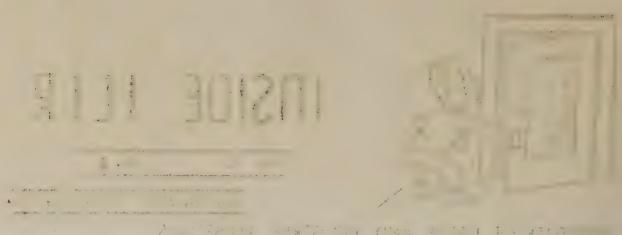
Forms for student evaluation of courses they have taken are in final shape. A sub-committee of the on-campus staff, with the assistance of a sub-committee of the student LIRA, drafted the forms. Evaluation sheets are being distributed in classes. They will be returned unsigned. Results will be used by the administration and by instructors.

Sometime late in June, a number of the faculty will participate in a week-long inspection trip of companies in Illinois to examine their personnel policies.

Chalmers represented the Institute at the first of joint sessions of economists and psychologists on the campus.
McNatt and Stagner were also present.

WAY

The local student chapter of the Society for the Advancement of Management, presided over by Jack Smith aided by Scott MacEachron as program chairman, presents an Institute sponsored program on inter-disciplinary approaches to industrial relations, May 20. Dubin (Sociology), McNatt (Economics), and McOuitty (Psychology) will speak at the combined dinner and evening meeting to take place at the University Club.



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LIRA

Much activity amongst the grads. Norman Dolnick, Education and Publicity Director of the United Packinghouse Workers, CIO told 35 LIRA members and other interested people some of the inside story on the big packinghouse strike of last year. Dolnick was here May 6. He had dinner at the Union with a dozen LIRA's and spoke later in the evening at the University YMCA.

Sunday, May 8, LIRA and friends - 50 of 'em all together - picnicked at Hessel Park. Highlights of the affair were numerous: McPherson's brown berct, A student faculty ball game narrowly won by the students and in which young Doug Chalmers

beat out his Pop (W. Ellison C.) in competition for the longest hit of the game, and the women's Exercise League which consisted of the gals going to bat, swatting the air, going out into the field, going to bat, swatting the air, trotting out into the field, etc. Despite the aches and pains next day, all had fun - except hot dogs and pop much of which got itself consumed.

At a meeting on May 9, LIRA decided its final meeting would be an informal party on Monday, May 23. It will be at American Legion Post #24 at 8:00 in the evening, all of LTRA's friends are invited. There will be only a small charge (50¢) for the evening's fun and refreshments.

* * * *

CLERICAL

Comes the end of the academic year and graduation and wives who work leave to follow their graduating husbands to other climes. The best of luck to them all . . . Margaret Pollard left May 13 - Marguerite Keswick takes over the job of supply chief vacated by Mrs. Pollard • . • Merle Vogelsong leaves May 27 - new supervisor of the clerical office will then be Darlene Carroll • . • Virginia Hartshorne also says goodbye on May 27 - Gloria Zwinak will take over the duties of file clerk . Marilyn Malinsky and Lillian Courtney leave May 31.

* * * *

X-TENSION

The Training Program for ISFS and DUC people is in full swing. It's sponsored by ILIR and the Institute of Government and Public Affairs. Schaffrath and Wolfe, in charge of instruction, report keen interest on the part of the 80-odd partici-There have been contributions from various resource people including Paul Moore, former Training Director of Montgomery Ward, Abbott Spalding of Illinois Bell Telephone, Thelma Fox and Bob Dubin, ILIR, and John Boyer, of U. of I. nonacademic personnel staff.

Brumm reports excellent cooperation from While in that city he visited Gammill's governmental agencies in the Belleville class in Social and Protective Labor Legislation. So far participants have come from the Federal Security Agency, the Illinois Division of Unemployment Compensation, and the U. S. Wage and Hour day educational conference of the United Administration . . . More from Brumm: class in Shop Steward Management is expected to start in the fall for the District Lodge of shop stewards (IAM) in Waukegan.

Bradley recently gave the concluding lecture of a series relating to Democracy for members of the AFL Chemical Workers Union in Chicago . . . Wolfe addressed the Rotary Club in Mt. Vernon on May 3.

class in Problems of Industrial Relations in its last session . . . Erickson, who reports growing interest by labor groups for extension classes in the fall in the Quad Cities area, will participate in a 2-Rubber Workers Union in Rock Island late this month or early in June. . . Tunis Dekker reports a six-session discussion on problems of personnel management for management representatives in West Chicago. The meetings began April 18. Wolfe has been leading the program. . When the state legislators made their biennial visit to the U. of I. last month, Hovey Pierson, Waukegan, stopped by ILIR and discussed the Institute program with members of the staff

Erickson went to a regional meeting of AFL Chemical workers in Chicago on May 14 to explain the Institute's program . . . Wolfe and Pigage were in Chicago on May 16 for the Laundry Owners' Association Conference on "Human Relations in Production." . . . Gammill and Bob Osborne (DUE) conferred with personnel managers of two Granite City companies on campus May 13 on the possibility of a fall extension class on human relation factors in industrial relations . . . At the regular ILIR Extension Staff meeting, May 14, there was a discussion of the time and means of coordinating relationships and programs with the Business Management Service of the College of Commerce.

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RESEARCH

Hereafter the Decatur Research Staff will meet Mondays and Fridays. First Friday meeting is May 20 . . . Dale Good leaves TLIR May 27 to take a spot as organizer with UAW-AFL in Logansport, Ind. . . . Bradley, Dagen, Gammill, Fox and Cooperman are working on a research project to develop materials for teaching labor and industrial relations at the high school and adult levels. The project is well under way and monograph materials for teacher and student use go into draft in June.

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FAR AND NEAR

PB attended the National University Extension Meetings in Edgewater Park, Miss., May 2 - 4 . . . Garman went to Columbus, 0. for meetings of the American Association of Adult Education on May 9 - 10. He acted as discussion leader for a group working on adult education at the community, national and international levels. . . Bradley spoke before the Champaign-Urbana Lions Club on May 11. He told them about the Institute's objectives. May 20 he does to French Lick, Ind. for the Four State Laundry Owners: Convention on "Labor Management Relations Today." . . . Chalmers, Derber and McPherson went to a two-day conference on teaching and research in industrial relations at the University of Minnesota, Minneapolis, May 18 - 20 . . Staff members will trek to Columbus, 0. for a conference on Teaching Industrial Relations, jointly sponsored by Ohio State University and IRRA, June 12-15.

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A NEW FEATURE

Beginning with the next issue we'd like to head a paragraph or two something like ALUMNI NETS AND NOTES. It would include news and notes of and for alums and former students of the Institute — where they are, what they are doing, how they're doing it, etc. Assistance in keeping us informed would be appreciated. There is a plan to write to former students and ask them to cooperate and we, in turn, will try to keep them informed of ILIR doings. One rumor has it that formation of an Institute alumni group is contemplated. If it is so, the group might serve as a clearing house for passing along information, tips and suggestions between ILIR and those in the field.

* * * *

EDITORIAL

Dorothy Dowell (Mrs. David Keller) begins a leave of absence May 27, returning September 1. During her absence Floyd Stein, who left the News Gazette to join the Institute's Editorial staff as Assistant Editor, April 22, will head the office. . . Cooperman will assist Stein. . . The Radio Committee met recently and examined plans for a series of radio programs in the fall. Some of these programs will be recorded and offered to radio stations throughout the state as a public service . . Results of a questionnaire sent to all radio stations in Illinois indicate so far that most stations give some play to labor-management relations in their public service air time.

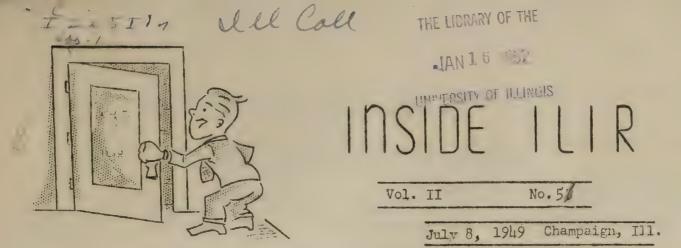
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INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS

RESEARCH

Edelman, Golden, Hakman, Kliger, and Swoboda - staff of the public employment service study - were field working June 28, 29, 30. They interviewed in Paris, Shelbyville, Neoga, Charleston, Marshall, Martinsville, Casey and Mattoon. This area is served by the Illinois State Employment Service office in Mattoon.

* * * * * *

The Research Committee met June 16 and tentatively approved eight topics for institute bulletins for 1950. They are: Industrial accidents in Illinois and other states and methods of reducing accidents, state workmen's compensation law with respect to occupational diseases, problems of old age in industry, labor-management cooperation and increasing productivity, job evaluation for foremen and stewards, Illinois labor legislation in 1949, problems in unemployment compensation, handling lay offs.

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TRAVELS

Bradley goes to the Third Annual Steelworkers Conference at the University of Kansas in Lawrence, Kansas, June 10, 11, and 12. He will do some instructing there, chieffy in the field of collective bargaining • • McCoy returned June 20 from a meeting of industrial relations center librarians in Los Angeles. While out there he stopped for brief visits at California Tech's and UCLA's industrial relations set-ups • • Kliger spent the third week in June at a national conference on social work in Cleveland, O•

Eighteen ILIR staff members visited three Illinois companies during the week of June 20-24. The field trips included conference and discussion classes on personnel and management policies at each of the companies. June 20 and 21 the group was at the Western Electric Hawthorne plant in Cicero; June 23 they visited the U. O. Colson Co., in Paris; June 24 they were at the Keystone Steel and Wire Co., Peoria.

On the trips were: Brumm, Chalmers, Derber, Dubin, Edelman, Erickson, Fox, Garman, Kliger, McPherson, Phillips, Stein, Stagner, Swoboda, Tucker, Wilcock, Wolfe, and Wray. McQuitty of the psychology department also went along.

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HAIL AND FAREWELL

Marilyn James joined the clerical staff as a clerk typist, June 13 . . . four graduate assistants joined the staff on June 15: Sy Chalfin, Laurence Petersen, James Skeen, and Arthur Steinfeldt.

Ramona Huber, Secretary of the Institute, resigned July 1. She will resume her luties as Chief Clerk in the Engineering Department on July 11. Parting gift from the Institute staff was an overnight bag.

Al Park, research assistant, left the Institute June 20 to join the industrial relations staff of the Bemis Brothers Bag Co., in St. Louis, Mo.

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PERSONALS

At Palestine, Ill. - a son was born June 26 to Mr. and Mrs. (Dorothy Dowell) avid Keller. He weighed in at seven pounds and was promptly called David Cleveland.

From New York - Horowitz wired news of the arrival of 6 pound 8 ounce boy, on une 19.



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Back from her honeymoon on July 5, Mrs. Robert Johnson (Pat Yonce) returned to her desk with happy memories of the big day, June 18.

Vacationing are: Horowitz in New York until the end of July, Pigage in New York until July 25, and McPherson in Columbus, Ohio, until July 18.

The Kliger's welcomed home Carol, 5 pounds, 4 ounces, on July 5. Carol left her incubator June 24 at 4 pounds, 6 ounces. Baby Carol, and Nom and Pop - who are kept busy with the little one's three hour feedings - thank all for the inquiries about her welfare.

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X - TENSION

Eighty-seven certificates of completion were handed out to management personnel of the Illinois State Unemployment Service and the Division of Unemployment Compensation on June 23 and 24. Volfe, who has been director of the supervisors training program with Schaffrath, wound up the ten-week program with an evaluation session by the classes on the usefulness of the program. Bradley, Garman and Tunis Dekker, Field representative of DUE, were on hand for the final meetings.

Fifteen members of labor and management groups in Granite City completed an intermediate course in motion and time study on June 27. Tucker awarded certificates to those who went through the entire 16 weekly sessions • • • A course in elements of collective bargaining for the Springfield Federation of Labor ended June 13. Al Park instructed the eight-week session, Walter Brown, field representative of DUE, awarded certificates of completion to 28 'students'. Brumm was also on hand for the final session.

There were two mid-June conferences in up-state Illinois. The first was on current problems of labor unions in the Tri-Cities - LaSalle, Peru and Oglesby - June 12. Representatives of business, industry, labor and the public participated in a panel discussion on labor unions and the community . . . Second conference was in Ottawa on problems of labor and community relations. Here too business, industry, labor and farm groups participated in the program.

Herman Erickson was group discussion leader on meeting the educational needs of the labor groups at the U. of I. summer education conference on June 29. Also at the leader's table was Garman. Bradley, Brumm, and Phillips, who acted as recorder for the group, were in the group.

Two Fall conferences are in prospect . . . On June 28, the extension staff, chaired by Garman, met with six officers of central trade bodies in Illinois. They made plans for a 2-day fall conference for officers and members of central bodies. Tentative program covers labor education, community relations and public relations. The program will be aimed at aiding central bodies to function, through their committees, more efficiently in these areas . . The Third annual conference for the Illinois Training Directors Association is scheduled for Chicago in the second week of November. College of Commerce, College of Engineering and ILIR are cooperating to conduct the program. Wolfe (ILIR) chairs the planning committee sessions. Participants are Hall (Comm.), Laitla (Engin.), Loken (Comm.), Strong (Comm.), and Schaffrath.

The third annual labor institutes for steelworkers begins here July 31 and runs to August 13. Two one-week programs on problems affecting steelworkers in the union, industry and community will be sponsored by the United Steelworkers of America, (CIO). Staff for the institutes includes Bradley, Brumm, Erickson, Garman, Parish, Phillips, Pigage, and Tucker.

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INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS

ADMINISTRATION

Phillips Bradley has resigned as director of the Institute. His resignation, effective September 1, was accepted by the Board of Trustees July 28. The Board announced appointment of W. Ellison "Bill" Chalmers to serve as acting director for one year beginning September 1. Bradley remains on the University staff as full-time professor of political science.

Ross Stagner becomes chairman of on-campus instruction and a member of the administrative group, taking over Chalmer's former duties in that area.

Congratulations go to Chalmers, Derber, and Garman on their appointments to the rank of full professor.

* * * *

EXTENSION

Third annual steelworkers institute classes for members of United Steelworkers of America (CIO) from the Chicago and St. Louis areas began on Monday, August 1. 74 men started the first-week session. A second session for additional members begins on August 7. Class sessions are divided into courses for beginners and advanced courses for members back for the second or third time. . . Highlight of the first week's meetings will be an informal "get together" for the steelworkers with Senator Paul H. Douglas of Illinois.

On August 25-26 there will be a conference on campus for the Illinois State Mediation and Conciliation Service. The meetings will deal with problems of mediation and conciliation. Sessions on August 26 will include members of the U. S. Mediation and Conciliation Service. Chalmers and Garman are handling the program.

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LIBRARY

Albert Marshall, graduate assistant, joined the library staff on July 1. Marshall has a bachelor's degree in library science and a Master of Arts degree in history. He is working toward a doctorate in library science.

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NEWS NOTES

PB entered Carle Clinic hospital on Saturday, July 30, for a minor operation. His condition is reported good and a quick recovery is expected.

Lois Whike, research assistant, left ILIR July 29, married Dale Good, former staff member here, the following day.

July 11-12 Bradley participated in Steelworkers institute at University of Kansas, Lawrence, Kansas.

Don Wray is associate author of the recently published (Harper Bros.) "Democracy in Jonesville." He contributed the chapter on "The Norwegians: Sect and Ethnic Group."

Mrs. Kay Moller moved from the clerical office to the front office August 1 where she took up duties as Garman's secretary.

Derber vacations August 3 to September 3.

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PROMOTIONS

Earl C. Wolfe, assistant professor to associate professor of labor and industrial relations.

Murray Edelman, research assistant in ILIR and instructor in political science to assistant professor in both.

Donald E. Wray, lecturer in sociology and research associate in ILIR to assistant professor in both.

Margaret Chandler, research associate in labor and industrial relations and lecturer in sociology to research associate and assistant professor in both

Jack Tucker, assistant to instructor of M. E. in ILIR and extension.

Jackie Kaldon, junior clerk-steno to senior clerk-steno.

Marguerite Keswick, junior clerk-typist to senior clerk-typist.

Pat Johnson, assistant clerk to junior clerk-typist.

STAFF ADDITIONS

Joining us September 1 as research assistants will be:

Solomon B. Levine, of Chestnut Hill, Mass., formerly in the department of economic and social sciences at M.I.T. at Cambridge, Mass.

Leonard W. Staugas, a UI grad now in Champaign and a statistical whiz.

Gilbert Steiner, Urbana, now an assistant in political science.

Frederic Terrien, of New Haven, Conn., an assistant in the Labor and Management Center at Yale.

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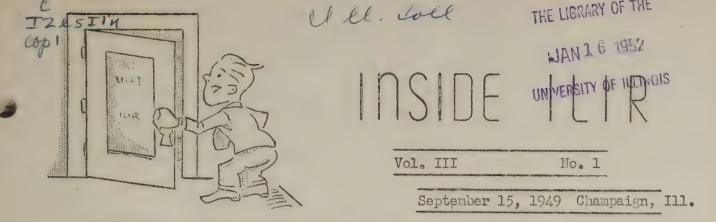
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INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS

It's all over but the memories.....Vacations have come, gone, and have to be paid for. The Institute starts its fourth year of operation. The three-year record of the Institute shows: five students awarded masters degrees in labor and industrial relations; four research projects completed, with a fifth long-range study of the elements of good labor relations being continued in Decatur; and 108 extension projects attended by more than 4,700 persons.

At the start of its fourth year, Bill Chalmers takes over as acting director. In a recent press conference, Chalmers said "the basic program of the institute is the same as it was in the past." And the chief area of the institute's work will be "relations between labor and management."

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ON-CAMPUS

Ross Stagner estimates that between 40 and 60 students will participate in the Institute's on-campus program this year. There are two new courses to interest students, ILIR 357, Psych. 357 - Psychology of Industrial Conflict, Stagner instructing, and Political Science 364 - National Administration, taught by Phillips Bradley • • • Louis L. McQuitty, associate professor of psychology, who has been informally attached to the Institute has become a member of the On-Campus faculty.

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X-TENSION

A new crop of classes, lectures and conferences gets under way for the extension staff. . . On Sept. 29 an educational program sponsored by United Auto Workers (AFL), Decatur, for its members begins. There will be two courses, one on collective bargaining, the other "How Our Economy Works."

Both courses will be taught by Herman Erickson. . Sept. 29 also sees the opening of third annual Personnel Management Conferences. Starting with a two-day meeting on job evaluation, the conference continues with a two-day

meeting Oct. 19-20 on wage and salary administration, and closes Nov. 17-18 with a program on selection techniques. . . On Oct. 3, John Brumm makes the first of a series of three lectures sponsored by the International Association of Machinists in the Alton and Wood River area. Brumm speaks on "History of the American Labor Movement." Bill McPherson follows on Oct. 17 with "Problems of Seniority in Collective Bargaining," and Chalmers finishes Oct. 31 with "Where is the Labor Movement Headed?"

Three psychology classes start on three consecutive days in early Oct. Industrial Psychology, taught by John Humes in Chicago, begins Oct. 3. Next day a course on Psychology of Foremanship, Homer Gammill teaching, starts at Granite City for Quad-City foremen and supervisors. . . And on the 6th of the month, Gammill begins the same course for foremen and supervisors of the Crab

Orchard Lake area. On Nov. 8 and 9, in Chicago, the Institute conducts its third annual Training Directors Conference for the Illinois Training Directors Association. . . Internat'l Association of Public Employment Service conferences here Oct. 26-29. ILIR cooperates with Institute of Government and Public Affairs to conduct the sessions, Thelma B. Fox handles the program for the Institute.

Past doings of the extension division include the third annual steelworkers conference in August. 153 steelworkers spent two weeks in class work, half of them got to hear an address by Illinois Senator Paul H. Douglas. . . Mid-August saw the two-day Illinois State Conciliation and Mediation Service conference on the Urbana campus. Chalmers and Garman handled the sessions. Participants included state mediation and conciliation service officers from Illinois and Missouri and an assistant regional director from the federal mediation and conciliation service.

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EDITORIAL

The editorial office welcomed back Dorothy Dowell on September 1, after a three-month leave. Said goodbye to Floyd Stein who left September 10 to work for a local newspaper. Says goodbye to Dick Cooperman on September 16. He leaves to work in Cleveland, Ohio.

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CLERICAL

Marcia Grabfelder, receptionist, resigned at the end of August to accept a position as teacher of second grade at an Illinois elementary school, . . Elizabeth Clayton joined the clerical staff the first week of September. . . Marilyn James left September 8 to be married to Alan Zachary, September 13. The couple will live at 104 East John Street in Champaign.

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TTEMS

Bill Chalmers talked about labor's Problems and the Institute before the Urbana Exchange Club on August 31. . . Humes' bulletin, "Supervisory Training - Why, What, How" has received widespread notice in the press. There were requests from 30 states throughout the country.

The library surveyed its 1500 name mailing list for the Labor-Management Relations reading list. Received nearly 300 replies and found there is extensive interest in the list and that teachers make use of them for a wide variety of courses.

First staff meetings of the year include On-Campus meeting morning of Sept. 15, Administrative staff meeting afternoon of the same day, and Extension Staff meeting Sept. 16.

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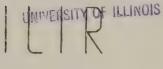
RESEARCH

The research staff starts the year with six new members. Four new research assistants are: Solomon Levine, Leonard W. Staugas, Gilbert W. Steiner, and Frederick W. Terrien. Louise King and Jack Strickland are new graduate assistants.

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Vol. III No. 2 Champaign, Ill. October 5, 1949

INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS

ON-CAMPUS



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> The fall semester is under way and activity has once again settled itself in the academic swirl. A record enrollment of 51 students are listed for the Institute's 12 courses. Among them are two students from India and one from Switzerland. Two new courses are being offered this semester, ILIR 357, Psychology of Industrial Conflict, with Stagner instructing, and Political Science 364, National Administration, taught by Phillips Bradley. An interesting sidenote--enrolled in the curriculum this semester is Z. M. Jackson, personnel manager of the C. S. Johnson Company of Champaign.

CLERICAL

Taking over Pat Johnson's job as office mail clerk is Evelyn West. She will be assisted by Liz Claytor.

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HERE-AND-THERE

Bill Chalmers spoke to the State Federation of Labor convention in Springfield, Sept. 27. He said, "The course which the American Labor movement charts for itself has a great influence on the whole economy of our nation -- and of the world." Pointing out that the day is past when labor can be ignored, he added that neither can labor, management, or any other group in our society afford to ignore the consequences of it. own actions. "But such a perspective is not easy to achieve. It requires that all groups re-examine their goals and methods of achieving those goals. It requires a central meeting ground of education and research into the mutual and separate problems of labor and management. It requires examining these problems in the light of their effect on our whole economy."

> Chalmers will be a guest at the 31st annual meeting of the Illinois State Chamber of Commerce, October 6, Palmer House, Chicago.



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EDITORIAL

Harry Richards is the new assistant editor. His past includes U. of I. Journalism school and the Rockford Morning Star (his home town). Among other things he will edit INSIDE ILIR.

Or College Col

Pat Johnson has moved her desk into the editorial office where she was sorely needed, but her stay will be short as she is leaving on Oct. 30.

Dowell went to St. Paul Oct. 1 and 2 for annual convention of International Labor Press of America. Purpose of the trip: To discuss proposed extension research in labor journalism with AFL delegates there.

NEW PUBLICATIONS: A new standard cover now decorates all ILIR publications. Each series will have a color all its own. Bulletins-black and white; Research reports-grey and blue; Library series-blue and black; Reprints-buff and brown; Conference proceedings-yellow and black; Lectures-undecided.

The first two reprints are off the press: Dubin's "Union-Management Co-operation and Productivity" from Industrial and Labor Relations Review, January 149; and Dowell's "Judicial Enforcement of Arbitration Awards in Labor Disputes" from Rutgers Law Review, Fall 148.

A note to new staff members and absent-minded old ones: Copies of all ILIR publications are in the library for reference pusposes. Bulletins are distributed to all staff members. Notice of new publications will appear in INSIDE ILIR. In most cases copies are available and may be picked up from the supply room or from Pat Johnson in Editorial. Lists of ILIR publications are available from Stockroom or Editorial office.

The editor will report periodically to division meetings to answer questions and hear complaints, criticisms, suggestions, etc. Research staff can sharpen their stillettos for Oct. 2h.

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LIBRARY

The survey of "Library Resources in the University of Illinois Library" completed by McCoy and Hogg is now available in mimeographed form. If you want a copy, see McCoy.

Mailing list for "List of Selected Readings for High School Students and Teachers; Labor-Management Relations" has mushroomed to more than 1900.

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RESEARCH

The new research assistants are already integrated within the research program. Staugas and Terrien are working on the Decatur project. Staugas is working with McQuitty on the application of the forced-choice technique to the study of the terms "good" and "bad" labor-management relations. Terrien will be studying the influence of the newspaper on attitudes in the community toward labor-management relations. Levine is working with Horowitz and Wilcock on a study of the wage-cost-price relationships in the bituminous coal industry. Steiner is in the throes of outlining a new project for the political science researchers on the

staff. Edelman reports ISES study nearing completion.

Dick Wilcock's research report No. 4, "Types and Sources of Wage Data in Illinois" is ready to be processed. Wilcock's status is now that of a graduate assistant. He's working for his Ph.D. in economics.

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EX-TENSION

Staff members of the Institute have a busy fall ahead of them in addition to participating in a variety of scheduled courses, institute conferences, etc. Regular extension class teaching assignments so far include:

JOHN BRUMM (Chicago, Alton and East St. Louis), Classes in Collective Bargaining and Grievance Procedure; HERMAN ERICKSON (Chicago and Decatur), Labor Legislation, Social Welfare Legislation, and How Our Economy Works; PHILLIPS GARMAN (Peoria), Labor History; HOMER GAMMILL (East St. Louis, Carterville, and Mt. Vernon), Problems of Industrial Relations and Psychology of Foremanship; JACK HUMES (Chicago, Joliet and Springfield), Industrial Psychology, Human Relations and Supervision, Social Psychology; LEE PIGAGE (Decatur), Job Evaluation, Time and Motion Study; ED PHILLIPS (Springfield), How Our Economy Works; JACK TUCKER (East St. Louis, Granite City, Decatur, Danville), Job Evaluation, Time and Motion Study; EARL WOLFE (Chicago and Suburbs, Streator), Conference Leadership, Industrial Relations Problems.

Ed Phillips and his wife were in a serious automobile accident while in New England on vacation, and their return to the campus was seriously delayed.

Herman Erickson is participating with a committee representing labor groups and other universities in planning another conference for professional workers in the field of labor education, similar to the one held in Chicago last spring.

Several staff members attended the convention last week of the Illinois State Federation of Labor in Springfield.

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Vol. III, No.

October 15, 1949

Harry Richards, Editor

Marguerite W. Keswick, Art Editor

INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS 704 S. 6th St., Champaign, Ill.



We don't mean a steel or coal walkout, but the favorite indoor sport of many Americans! We're interested in starting an Institute bowling league. We need at least five for a team and if we get more we can have an intra-office tournament. Girls, too. If you are interested, stop in the Editorial office and sign up! Perhaps later we can become affiliated with the university league.

Incidentally, Milt Derber is looking for hand ball competition.

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Also possible if there is enough interest shown is bridge tournaments, ice skating parties and anything else that will give ILIR staff members and their families a chance to become better acquainted and have a good time.

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A meeting of the Faculty Council of the Institute was held on Oct. 13. A meeting of the Advisory Committee with President Stoddard will be held in Chicago, Oct. 20 at the LaSalle Hotel. The Board of Trustees General Policy Committee will also attend the meeting, the purpose of which is to discuss major policy problems.

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Bill Chalmers and one or two others will attend the John B. Andrews Memorial Symposium on labor and social security legislation at the University of Visconsin November 4 a nd 5. Participants will include specialists from the ranks of employers, unions, and the state and federal governments.

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Just off the press is Dale Good's bulletin, "Some Effects of the Taft-Hartley Act."

Pat Johnson has her hands full these days. The ever-increasing popularity of the Institute bulletins brings in huge piles of requests each day for the many publications of the Institute. If this trend continues, it will take the full time of one girl just to send out copies of the bulletins.

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WE POINT WITH PRIDE TO----

MARGUFRITE KESWICK, senior typist in the clerical office, artist of considerable talent, and a member of the Institute staff for 16 months. She hails from Chicago.

Marguerite came to ILIR June 28, 1948 and has been working in the clerical office since that time. She was Miss Withrow until July 12, 1947, when she married Gordon Keswick whom she had known since childhood. Her husband had been attending Navy Pier after receiving his service discharge. They came to Champaign where Gordon received his undergraduate degree last June. He is now working on his masters and later will seek a Ph.D.

She graduated from South Shore high school in 1944. The following fall saw her packing her clothes for Mt. Vernon's Cornell College. She was an art major there for two years but the happy thought of marriage steered her out into the ranks of the newly-married.

Marguerite has a twin sister, Mrs. Helen Taylor, who now resides in Tuscon, Arizona. Both Marg and her husband are photography enthusiasts and during her spare time she is studying ceramics here in the University.

She reveals that life centers around her pet cat, PIP, in the trailer at 907 S. 5th Street where the three of them live. PIP is her pride and joy and manages to keep things lively for the Keswicks.

Marguerite does all of the art work for the Institute and does a mighty fine job of it as you can see by the art displayed in these issues of Inside ILIR. Undoubtedly she could have carved an interesting career for herself had she chosen to do so but a domestic life won her over,

We salute Marguerite Keswick, a wonderful gal and an important ILIR staff member.

The office staff could hardly remain at their desks last week while the World Series was being played. Despite the fact that ILIR seems to be overwhelmingly pro-Brooklyn, we couldn't pull them through. Gloria Zwinsk, whose brother-in-law is a Dodger farm team coach, was the biggest Dodger supporter.

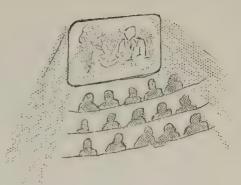
Liz Claytor, assistant stenographer, is getting married December 18 to Otha Dean Campbell who is employed as a telegrapher at the Illinois Central office.

Studying one evening a week for the civil service exam for clerical help that is coming up are Jackie Kaldon, Dar Carroll, Lynn Berg, Cloria Twinak, and Marguerite Keswick.

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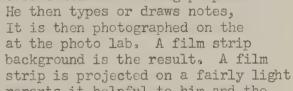
Robert B. Dolhof, Assistant Training Director, American Laundry Institute, visited JLIR this week. He and others from the Institute looked at supervisory training film strips by Armstrong Cork and also sound firm strips for discussion purposes. Dolhof and Schaffrath also listened to a set of recorded, dramatized case studies in human relations in industry. All of these are available in the Institute.



Visual aids soon will receive for preview an extensive set of sound film strip dealing with the social and psychological aspects of industrial management. Watch the bulletin board for time and place of showing.

Schaffrath has been playing with a cheap, easily prepared visual aid and has struck on something which eh thinks fairly flexible and easy to use. He has been using it with a Chicago course which he teaches. The process consists of using prepared

dummy sheets that are thus:
figures, etc., on the dummy.
institute camera and developed
with white letters on a black
strip projector is used and the



wall in connection with classroom teaching. He reports it helpful to him and the class seems to like it very much. The process is very inexpensive if typing and line drawing is used. Those interested should see Schaffrath.

For institute people on campus and particularly those who have classes here, Schaffrath reveals there is available the ILIR opaque projector. This machine will project any written, drawn, photographed, printed or typed material in color providing the originals are not larger than $6\frac{1}{2}$ " by $6\frac{1}{2}$ ". The staff can easily prepare their own materials and have these made into opaque projector strips. Lectures and class studies can be livened up considerably, according to Schaffrath, with imaginative use of visual materials.

"Marguerite Keswick has been very helpful in preparing drawings for film strips and does an extremely capable job." ----- Schaffrath

Monday of this past week, Schaffrath, Dar Carroll and Milt Derber discussed with the research staff, particularly the new members, the proper use of dictating and transcribing machines with a short demonstration. Agreement was made on the need for cooperation between recorders and transcribers to insure an efficient use of the machines.

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IT'S A BOY!

A baby son was born October 10 to Marilyn Malinsky, formerly a typist in the clerical office. The new arrival's name is Douglas Edward and he weighed 7 lbs., 5 oz. Father Bob is doing fine, too.



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The second of three personnel management conferences will be held at Allerton House Oct. 20-21. This conference will be on Wage and Salary Administration. Chairman is Robert B. Browne, Dean, Division of University Extension. Schaffrath is the conference secretary. Gammill, Garman, McNatt and Wolfe of ILIR will participate:

The first conference, Job Evaluation, was held at Allerton September 29-30. Over 50 representatives of industry in Illinois attended the two day session. Major speakers included Pussell L. Moberly, director, industrial management institutes, University of Wisconsin; Charles H. Lawshe, professor of psychology, Purdue University; Horace M. Gray, professor of economics, U. of I. college of commerce; and Hy Fish, assistant director, labor education division, Roosevelt College.

Margaret Chandler will talk at a symposium to be held at the University of Chicago on Oct. 22. She will discuss her work on the Decatur project. Her audience will consist of faculty members and graduate students. Also on the agenda is formal reception, a banquet and dance.

The Library announces that its second annual Give-Away Day is scheduled for Friday, Oct. 21 when great piles of accumulated literature will be placed in the conference room at 8 a.m. for free distribution; first come, first served.

* * * * * * *

Lyle Cooper, Research Director of the United Packing House Workers of America will be on the campus as a guest of the Institute, Wednesday, October 19. He will meet with staff and students in the conference room at 1:30 p.m. and with Professor McPherson's class from 3-5 p.m.

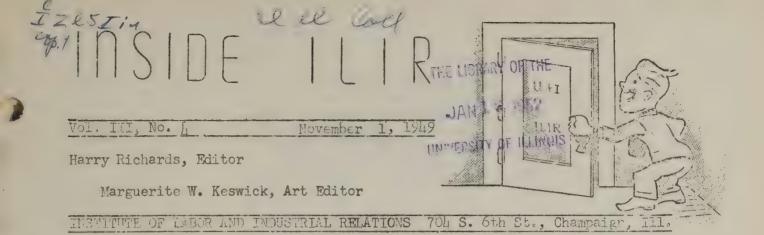
McPherson addressed the University military staff October 8. His topic was "Implications of the coal and steel strikes."

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A new extension class for management people in the Streator area gets underway on November 1. Name of the course is "Sociological Problems." The 16-week class will be taught by Earl Wolfe.

Almost 40 representatives of management and the UAW-AFL have registered in Jack Tucker's Danville class in Motion and Time Study. The class is almost too large for effective instruction and practice with stop watches and boards. A similar enthusiastic response has been shown in Kankakee by labor and management representatives to two classes being taught by Lee Pigage—one in job evaluation and one in motion and time study.

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Ed Phillips started a class in "How Our Economy Works" in Joliet on Oct. 25. The class was requested by the Will County Federation of Trades and labor.

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Bill Schaffrath is figuratively and literally up in the clouds these days. He has flown himself and other people in the extension program to Chicago in University planes recently.

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LIRA

The first meeting of the semester was held Wednesday evening, Oct. 19. A tentative program for the semester was discussed. A party was held for members and their guests Saturday evening, Oct. 29, at the home of Mr. and Mrs. Donald Wray. The next meeting is scheduled for Wednesday, Nov. 2.

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Two or the three personnel management conferences conducted by the College of Commerce, the College of Engineering, and ILIR have taken place this fall—one dealing with job evaluation and the other with wage and salary administration.

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In both of them the work group method has been used extensively and received enthusiastically by the participants. The next conference deals with selection techniques and takes place at Allerton House on November 17 and 18.

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Completed programs for the Illinois Training Directors Conference have been mailed out. Indications are that Earl Wolfe, with the cooperation of Business Management Service, the College of Engineering, and ILIR staff members, has lined up an excellent program for the conference to be held in Chicago November 8 and 9.

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At a preliminary meeting Wednesday, Oct. 26, of the Committee for the Conference, Garman was named chairman of the Committee on Programs and Services, which will outline a desirable safety program for companies (large and small), trade organizations, state and local, labor organizations, engineering and other professional organizations, and state government agencies. This committee will also compile recommendations of other committees — on accident records, technical research, education, labor-management cooperation and laws and regulations — into a State Action Program.

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The extension staff met Saturday morning, Oct. 29, in the conference room. Among the things discussed was a summary of the advisory committee meeting, a summary by Garman of the University of Chicago conference relative to material preparation and teacher training for workers education, and further consideration of extension "research." Stan Robinson, DUE assistant dean, dropped in for a "look-see."

* * * * * * *

Chalmers went to Springfield to call on Fern Rauch, Reuben Soderstrom and others on Oct. 27. Oct. 31, he addressed the International Association of Machinists in the Wood River-Alton area. He spoke in the Alton I.A.M. Hall on "Where is the Labor Movement Headed."

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Chalmers will participate in the John O. Andrews Memorial Symposium on Labor and Social Security Legislation to be held at the University of

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Wisconsin Friday and Saturday, Nov. 1, and 5. He will be a member of a panel group discussing state responsibility for child labor, wages, hours, and working conditions. Also speaking to the group will be Paul Douglas, U. S. Senator from Illinois, and Miss Francis M. Perkins, Civil Service Commissioner and former Secretary of Labor.

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Chalmers will attend the Chicago Association of Commerce and U. S. Chamber of Commerce Conference in Chicago, Nov. 16. Purpose of the conference is to study "Current Problems in Industrial Relations."

* * * * * * *

Elizabeth J. Slotkin, Chief of Research and Statistics, Division of Unemployment Compensation and Illinois State Employment Services, talked to members of the research staff last week. Her visit was occasioned by the IAPES conference at Allerton.

* * * *

Jack Barbash, Research Director, Amalgamated Meat Cutters and Butcher Workmen of America, AFL, talked with students of ILIR at Chalmers' home Tuesday evening, Oct. 18. He discussed general labor situation and answered questions from the students. He disclosed that unions need and want trained people in staff positions. He said such people do not make policy—because of the democratic nature of labor unions, policy is made by the membership and the elected officers—but they help to carry out that policy. Positions in unions are in research, education and public relations departments.

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Samuel V. Bennett, Head of the Committee on the Development Program of W. E. Upjohn Institute for Commercial Research, visited the Institute Oct. 26. His purpose was to interview students for positions.

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Earl Wolfe will talk to plumbers attending a short course here in February. The course is being sponsored by the Sanitary Engineering faculty.

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The research people of the ISES study are now having prepared a sample of Chicago firms for interviewing. Chicago is the last city to be sampled for this study. At the last meeting of the research staff Oct. 24, Derber informed the group about the meeting of Chalmers and Garman with the Advisory Committee.

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The research committee approved Gil Steiner's proposed research project dealing with unemployment compensation policy formation in Illinois.

Members from the University of Indiana and Purdue Extensions met the Illinois extension people at Turkey Run State Park Sunday, Oct. 16 for their annual picnic. Attending from ILIR were Dowell, Gammill, Humes, Garman, Chalmers, Erickson, Fox and Schaffrath.

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Schaffrath spent two hours Oct. 18 conducting a training session for Local 2, United Public Workers, CIO, in Chicago. He has been invited to do the same for Local 1006 of the Government Workers Union, CIO.

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Dar Carroll and her husband are building in South East Urbana. Mr. Carroll is doing his own construction co-ordinating and has designed a special split panel heating system for the house.

The IAPES conference was held at Allerton House, Oct. 26 through 29. The conference lasted three days and was followed by their annual convention and business meeting. ILIR staff members participating included Earl C. Wolfe, Morris Horowitz, Donald Wray and Bill Schaffrath. Thelma Fox was in charge.

Plans for bowling have run into difficulty. Since Sept. 1, all alleys in the county have been sewed up by leagues from Monday through Friday nights. Only time we can get alleys are Saturdays and Sundays. If enough went to, we'll bowl Sunday evenings, twice a month. Let us know if this situation alters your desire to bowl. A total of 17 have signed up.

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The Institute library will be glad to bring to your desk any item listed in the "Library Bulletin" if you will check the "Bulletin", sign your name to it and send to the library, McCoy announces.

* * * * * * *

Dorothy Sosin (Mrs.) is the newest addition to ILIR. She is taking over Pat Johnson's job in Editorial. Her husband is studying on campus. She worked in occupational therapy in Chicago before coming back to Champaign, her home town. Pat left October 31.

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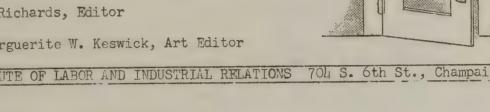
Vol. III, No. 5

November 15,

Harry Richards, Editor

Marguerite W. Keswick, Art Editor

INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS 704 S. 6th St., Champaign,





EXTENSION

The third and last series of personnel management conferences sponsored by the College of Commerce, College of Engineering, and ILIR takes place at Allerton House on November 17 and 18. The Department of Psychology is participating in this conference also. The subject of the conference is selection techniques. Approximately 50 registrants will hear presentations by outstanding authorities and participants in intensive work-group sessions dealing with such subjects as job specifications, application blanks, testing, and employment interviews.

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The conference for training directors in Chicago on November 8 and 9 was attended by almost 100 persons. Earl Wolfe was chairman for the program which was sponsored jointly by the College of Commerce, College of Engineering and ILIR.

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The conference for the International Association of Public Employment Services conducted jointly by the Institute of Government and Public Affairs and ILIR, was rated by many of the participants as the best of the four held so far. About 40 members of the staff of the State Employment Services and the Division of Unemployment Compensation participated in the four day affair.

Loren K. Hutchinson, Manager of Personnel and Labor Relations Departments of the State Chamber of Commerce, visited the ILIR on November 3. He spent considerable time with Chalmers, Garman, Wolfe and Schaffrath discussing possible cooperative programs with management and labor groups.

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Garman's class in the Development of the American Labor Movement offered at the request of the Peoria Trades and Labor Assembly got underway November 10 with 30 registrants who seemed to enjoy the showing of the film strip, "Labor's Challenge."

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Plans are underway for a four day institute in problems of human relations for staff members of the UAW-AFL district headquarters in Decatur. Stagner, Fox, and Frickson are collaborating on plans for the program scheduled December 6 to 9.

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John Brumm participated with Lee Chapman, International representative of the Machinists Union, recently, in an educational program dealing with voluntary health programs for delegates attending the IAM State Conference in Springfield.

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Members of the ILIR extension staff have recently made proposals for "research" projects and scholarly articles they are thinking of working on in the near future.

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The next major ILIR extension conference is one dealing with central labor union activities in cooperation with the State Federation of Labor. It is scheduled for November 29 and 30 on the campus and includes intensive work sessions on central labor union functions and committee activities as well as speeches by Reuben Soderstrom, President of the Illinois State Federation of Labor, William A. Lee, President of the Chicago Federation of Labor, and Nelson Cruikshank, Director of Social Security Department of the American Federation of Labor, Washington, D.C. Mr. Cruikshank will speak on "Labor's Stake in Social Insurance." Ed Phillips is in working charge of the program.

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Considerable public attention has been attracted to the courses in Psychology of Foremanship developed by Jack Humes and Homer Gammill. Inquiries have come in from all over the country as well as from management representatives in Illinois.

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Earl Wolfe visited the Moline and Rock Island area on November 16 with Bob Johnston of the DUE field staff.

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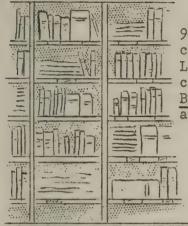
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LIBRARY



Ralph McCoy was in Grand Rapids, Michigan, November 9-12, attending the regional American Library Association convention and the annual convention of the Illinois Library Association. McCoy is a member of the executive committee of the I.L.A. He is editor of the I.L.A. Bulletin which is the quarterly publication of the association.

Libby Hogg has moved from Illini Village to one of the new faculty apartments. Her new address will be 300 S. Goodwin, Apartment 506.

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Gladys Connell celebrated her 21st birthday November 8.

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EDITORIAL

A new magazine called Commerce Clearing House Labor Law Journal is being published by the Commerce Clearing House. Through this publication, the organization is providing a forum for lawyers, educators, and others working in the field of law whereby they may exchange ideas in an effort to bring about a better understanding of the law involved. In addition to carrying a number of original articles in each issue, they are reprinting certain selected articles which have appeared in publications of small or less than national circulation. Permission has been asked to reprint "Some Effects of the Taft-Hartley Law," written by ILIR'S Dale E. Good.

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There has been a request for review copies of the Proceedings of the Conference on Union Health Programs by Management Review, a publication of the American Management Association.

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Mademoiselle, one of the leading women's magazines, wrote to Dowell asking for information concerning opportunities for women in the field of labor and industrial relations to be used in their section on job opportunities and careers.

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Dowell has moved into her new home at 1502 W. Columbia, Phone 6-6147. She brought her baby son home from the East this week.

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SOCIAL

Institute wives are all invited to come to the Union Building to join Dot Brumm and Pauline Erickson for dinner every Wednesday night while their husbands are out of town on extension teaching chores. Those interested are asked to meet in the Union Building at 6:15. For further information, call Mrs. Brumm or Mrs. Erickson.

* * * *

Institute birthdays last week included Jackie Kaldon on November 10 and Gloria Zwinak on November 11.

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LIRA

Officers for the current year were elected two weeks ago and include the following:

President
Sec.-Treas.
1st Vice-President
2nd Vice-President

Paul Blaetus Ruth Bender Stan Zagol Marty Rosenberg



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Vol. IV, No. 1

January 20, 1950

Dorothy Sosin, Editor

Marguerite W. Keswick, Art Editor



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UNTERSITY

INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS 70h S. 6th St., Champaign, Illinois

CHALMERS CALENDAR

Chalmers lunched and talked with CIO officials in Illinois January 13, about educational projects.

ILIR Faculty Council met January 5 for luncheon at the Colonial Room in the Union Building.

ON-CAMPUS INSTRUCTION

ILIR students will again say what they think about classes and profs at the end of this semester. Same student evaluation forms will be used, it was decided at the On-Campus faculty meeting Saturday January 7. Also talked about: Visiting lecturers—faculty members who plan to bring speakers to the campus should notify Ruthven and LIRA should be included in planning for speakers. Grading practices will be studied by Chairman of Instruction as a guide to future policy. New students will be required to have a 4.0 average in social science courses.

February 9 and 10 will be registration days for next semester. One of the new ILIR courses for which they may register: "Psychogencis of Industrial Conflict."

RESEARCH

Steiner--alias Dr. Gilbert Yale Steiner-having passed his final examination for Ph.D. in Political Science will collect his sheepskin on February 12. He will be teaching a course in American Government starting next semester.

Edelman is aiding in the research for the Illinois "Little Hoover Commission"—the Commission to Study State Government. The Commission was established by the 1949 legislature, and must report by 1951. The overall purpose of the Commission, quote Edelman "is to make the state government more effective." His particular field is "to prevent duplicating activities by state, federal and local agencies."

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LIRA

The McPhersons entertained a large group of ILIR academic staff and students at a buffet supper Saturday January 7. Bill Graham's brother performed magical tricks for an enthusiastic audience. A buffet supper was served.



EXTENSION

Ross Stagner on "How People Make Up Their Minds About Labor Unions" will be feature attraction at public relations for labor conference at Navy Pier, Chicago, Jan. 28. This is DUE-ILIR-School of Journalism venture, for which Dowell has been acting as arranger-in-chief. Others who will participate are Garman, Al Tomlinson (journalism) and Tunis Dekker (DUE).

"Unions and the Law" was the subject of a lecture given by Garman in East Alton, Ill., Monday, January 16. The lecture was sponsored by the International Ass'n. of Machinists in the Alton-Wood River area.

Three classes in Rockford get Underway

"Colfe's class for management in Rockford, "Economic-Sccial Problems of Industrial Relations" will begin on January 18.

Herman Erickson will teach "Labor Relations Legislation" starting January 19.

"Group Discussion Leadership" another Rockford class will be taught by Schaffrath also beginning on January 19.

"Collective Bargaining" will be taught by Phillips in Bloomington, beginning January 19. The classes are sponsored by the Bloomington Trades and Labor Assembly.

John Tucker presented certificates to his Job Evaluation class on Tuesday Jan. 17 at the Granite City High School. Sixteen people completed the 16-week course.

EDITORIAL

An article on the Selection Techniques conference appears in the current issue of "American Business." Article and pix of Conference on Central Labor Union Activities in latest issue of "The American Teacher". Latest "Changing Times" includes newsitem on Psychology of Foremanship class. "Illinois Labor" carried pix of Dowell and other ILIR exhibits at State CIO convention Dec. 9.

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The Editorial Office requests again that those wishing to add names to the mail list use the "MAILING INSTRUCTION FORM", giving full information. (Note this form is no longer used for additions to CI file also.) To change an address or name on mail list use the blue form for that purpose.

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Off the presses: "Pension Plans in Collective Bargaining", by Boffo, latest ILIR bulletin.

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Newest addition to the Editorial staff is Donald E. (Don) Hoyt, an Assistant Editor. Don hails from Pittsburgh where he worked on the Pittsburgh Post-Gazette. Before that he was with the Akron, O., Beacon Journal, and other Ohio papers. While here, he plans to work for his M.A. in Fnglish—he says.

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PLEASE NOTE

The director has issued the following notice regarding cars assigned to the Institute. The cars have been transferred to the custody of the Physical Plant Dept. Submit all requests for cars to Jackie Kaldon forty-eight hours in advance of the time cars will be used. Jackie will issue car release orders which are to be presented by authorized drivers at the North Garage when cars are picked up.

On January 15 the following changes will take place in the IC Schedules to Chicago:

Removals:

There will be no 10:10 train from Chicago.

The 4:05 a.m. train from Champaign to Chicago is to be discontinued.

Additions:

A train will leave Chicago at 4:00 daily and arrive in Champaign at 6:20 p.m. An additional morning train will arrive in Chicago at 1:20 a.m.

Dar Carroll announces that there are 20 dictaphone cylinders in stock to be used on the dictaphone machine whenever possible.

TRIPS AND TALKS

Chalmers will be guest speaker Friday at the Roosevelt College Conference on workers education. The Second Workers Education Professional Conference is being held at International House, University of Chicago, on Thursday and Friday, Jan. 19 and 20. Chalmers gives his comments on the over-all conference near the close of Friday's activities. Garman and some members of the extension staff will also attend these meetings. Herman Erickson is a member of the planning committee for the group.

Derber, McPherson, Fox, Terrien, Edelman, Steiner, Levine, and King attended the IRRA Meeting in New York in December 1949. Derber was appointed editor of the IRRA; McPherson continues as Secretary-Treasurer for another three-year term.

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LIBRARY

Ross Stagner was the speaker on "The Library Hour January 11. Subject was "Understanding Other People."

Jamboree

Saturday February 4 promises to be a "Scintillating evening". The third annual nonacademic Jamboree will be held at the Illini Union at 8:00 p.m.

CLERICAL CAPERS

Mr. and Mrs. Otha D. Campbell (nee Liz Claytor) are at home at 510 W. Vine, Champaign.

Gloria Zwinak has been named Secretary-Treasurer of the Clerical flower-gift fund,

Gladys Connell (Library) was presented with a brown leather jewelry case by the Institute Clerical Staff as a going away gift. She enrolls at LeMoyne College, Memphis Tennessee next semester. Rosalie Williams from Sidney, Illinois will take Gladys' place in the Library.

Condolences to Marguerite Keswick and Catnip to PIP her kitten who is convalescing at home with a fractured femur. Chasing cars did it.

Birthdays in January-Lorraine Hodge, January 28.

Marjorie Burnett, former secretary to former director Phillips Bradley had a baby girl January 8. Susan weighed 7 lbs. 4 oz.

MILESTONES IN RESEARCH

Gil Steiner is sporting a cane (looking more distinguished than ever). Louise King is in the hospital with a fractured pelvis (progressing very nicely) and Murray has a demolished car as the result of an accident en route home from New York after the holiday season.

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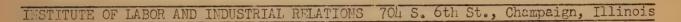


Vol.IV. No. 2

February 1950

Dorothy Sosin, Editor

Marguerite W. Keswick, Art Editor





CHALMERS CALENDAR

Chalmers, Derber, Garman and Stagner were the staff members attending
the meeting of the Institute's Advisory
Committee at the La Salle Hotel in Chicago on January 24. The group met for
luncheon and then adjourned to Illini
Center for the meeting. Among other
discussions, the Committee expressed
general approval of the Program Statement.

A wire was received from Irving Dilliard resigning his post as one of the public members of the Committee, because of his increased duties as Editor of the Editorial Page of the St. Louis Post-Dispatch.

ILIR teaching staff met in the Faculty Lounge of the Union Building February 3. The agenda included discussion of Institute program, on-campus program changes, status of research projects and plans, and extension teaching and "research" programs.

ON CAMPUS INSTRUCTION

Enrollment reached a new peak this semester at the Institute with fourteen new students registering for the Spring semester. Fifty-two students --- six more than ever before registered --- are now working for master of arts degrees. "An increased awareness of the need for good labor and industrial relations, plus the growing public interest in the field, is responsible for the mounting enrollment at the Institute", Murray Edelman, Stagner's assistant, said.

At the February 12 commencement, Omer Glotzbach and Norm Seltzer were awarded their Master of Arts degrees in labor and industrial relations.











RESEARCH

Lou Boffo, who previously held a half-time assistantship, Stan Zagol, who graduated from U of Ill. last June and has since been enrolled in the Institute, and Arnold Weber, who received his AB in Economics in February, have been awarded full-time assistantships with the Institute.

Louise King is home from the hospital and is well on the road to recovery. Although she had spent six weeks in the hospital,

she hasn't been idle -- did some coding work for Margaret Chandler.

Len Staugus received his masters degree on Feb. 12, and married Miss Cath-

erine Snow of Decatur the same day.

"The Two-Party System" was the subject of a talk given before forty members of the League of Women Voters by Gil Steiner on February 13, at the Illini Union.

Sol Levine is busy making plans for the second Midwestern Conference on the Teaching of Labor Economics and Industrial Relations to be held in cooperation with Ohio State University and St. Louis University at Allerton Park on June 12, 13, 14.

EXTENSION

A two-day conference for the

Illinois Council of State Employee Local Unions, to be held in Bloomington, Feb. 25-26, is being conducted by DUE-ILIR. New Illinois civil service regulations, soon to be published, will be the major subject. Schaffrath and Phillips are directing the session on Handling Grievances.

Ed Phillips has started a class on "Labor Relations Legislation" for the Springfield Federation of Labor. The class will meet for two hours every Wednesday night for sixteen weeks.

Two extension courses running from Sept. to Feb. in Kankakee were concluded Feb. 9, and two new courses were begun Feb. 16. Pigage taught the first group and is continuing with the second. The first two courses were "Motion and Time Study" and "Job Evaluation". The current courses are in "Industrial Manage-

ment" and "Advanced Motion and Time Study".

Homer Gammill awarded certificates of completion to 26 foremen and supervisors from industrial plants in the

Carterville-Herrin-Marion area on February 9 at the close of his course on "Psychology of Foremanship". Thirty-two men also completed his course on February 8 in the East St. Louis-Granite City area.

EDITORIAL

The number of requests for Pension Plans in Collective Bargaining and Some Effects of the Taft-

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Hartley Act have exhausted the supply. Reprints have been ordered from the University Press.

Allan L. Swin, Editor, CIO News, will be featured speaker at a Conference for Labor Journal Editors, to be held on campus April 28-29. The conference, still in the planning stages, will be conducted by DUE-ILIR-School of Journalism.

Eva Cohn Galambos, who received her AM from the Institute in Cctober, had a nice write-up and picture in the February issue of Mademoiselle. Eva is now Assistant to the Editor of the AFL weekly, the "Journal of Labor" in Atlanta and is teaching a course at the Atlanta Division of the University of Georgia on the Labor Movement.

Dorothy Sosin, Editor of "Inside ILIR" is still on sick leave but hopes to be back on the job soon. Lynn Berg came to the rescue for this issue.

New Publications:

Types and Sources of Wage Data in Illinois, Research Report No. 4, by Richard C. Wilcock.

Proceedings, Conference for Illinois Chapter, International Association of Public Employment Services held October 1949.

Conference Summary, Conference on Human Relations for UAW-AFL, Region 8, Decatur, December 6-9, 1949.

LIBRARY

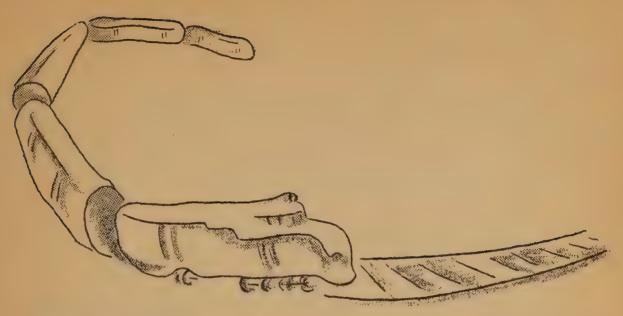
McCoy and Marshall attended the mid-winter meeting of the A-merican Library Association at Chicago, January 27 and 28. Mc-Coy participated in a panel discussion on state library publications and was elected vice-president of the Presidents' and Editors' Roundtable of the A.L.A.

Libby Hogg will be leaving the Institute on February 25 to go to London for a year with her husband, who will be working with the Economic Cooperation Administration.

CLERICAL OFFICE

Cletus Shert g from Benson has joined the staff as supply clerk and mimeograph operator working with Bob Roth. He is a student in the College of Agriculture, majoring in engineering.

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TRIPS AND TALKS

The University of Minnesota's two-day institute on Labor Members and Community Relations, February 16-17, was attended by Bill Chalmers, who spoke to the group on "Union Goals and the Public Interest".

Chalmers also made a speech at the First Methodist Church at Canton, Illinois on January 29.

Earl Wolfe gave the opening address at the annual meeting of the International Council on Religious Education, February 13, in Columbus. The title of his address was "Group Dynamics in Committee Work".

Bill Schaffrath spoke to Local 1006 of the Government Workers Union, CIO, in Chicago on January 23. His subject: "Elements of Supervision for Civil Service People".

During a one-day conference on public relations and labor journalism held January 28 at the U of I Navy Pier Branch, Ross Stagner addressed the 75 union representatives on "How People Make Up Their Minds About Unions". Cooperating in arranging the program of the conference were AFL and CIO representatives from the Chicago area, ILIR, U of I School of Journalism and the Labor Education Division of Roosevelt College.



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local. Herman Erickson taught the course in

"Social Welfare Legislation."

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EXTENSION

New Spring Classes	Instructor	Place
Collective Bargaining	Phillips	Streator
Labor Legislation	Phillips	Mattoon
Labor Legislation	Brumm	Chicago
Introduction to Personnel Administration	Gammill	Chicago
Practical Application of Psychology in Industry	Humes	Chicago 535
Employee Relations in Small Industries THE CHALMER'S	Wolfe Thurs:	La Grange
On February 24th Chalme of I. Founders Day Ding Hotel in Chicago. He appeared on radio state and the meaning of the Brit Gray, prof. of economic faculty council); Thomas tudent studying economic faculty instructor in pappeared with him.	tation WILL on Marc table discussion of tish election. Hora cs (member of the I as Wood, British mics here; and Jose political science REUTHER Walter Reu dent who w at the All to meet wi students of engagement	h n ce LIR
VISITING PROFESSOR		

Kermit Eby, associate professor of social sciences at the University of Chicago and former CIO assistant director of education and research, spent a few hours at the Institute on Friday, March 10 conversing with the ILIR staff on current issues.

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LIBRARY

Ruth Bender has been appointed half-time graduate assistant (Library). She replaces Libby Hogg who is going to London with her husband. Ruth will do the spade work on the monthly high school reading list.

Paul Kliger has replaced Thelma Fox on the ILIR-College of Education committee which prepares the high school reading list.

EDITORIAL

A new bibliography "Research Publications in Industrial Relations" a cooperative venture of the industrial research centers of twelve universities has been received by the Institute. Among those listed in the pamphlet are the University of California, University of Chicago, Cornell University, University of Illinois, Princeton University and Yale University. Copies are available in the Editorial Office and the Library.

A request for "Master Agreements" was recently received from Japan.

NEW TITLES DEPARTMENT

Derber and Garman have been named profs. of Economics in Econ. by action of the Executive Committee of the Econ.
Dept. This will make Garman Prof. of Labor and Industrial Relations and Extension and Coordinator of Extension in the In Institute of Labor and Industrial Relations and the Division of University Extension and Prof. of Economics in Economics.

Derber--Prof. of Industrial Relations and Coordinator of Research in Labor and Industrial Relations and Prof. of Economics in Economics.



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CLERICAL.

New temporary clerical employees are Margery Schuyler and Evelyn Froelich. Marge is a registered nurse and Evelyn has taught in public schools.

Gladys Connell was married February 10 in Chicago to Howard Burris, Jr. Gladys left her job in the ILIR Library January 13th to go to Le Moyne College, Memphis, Tenn.

Marguerite and Gordon Keswick are the proud owners of a 1947 studebaker.

HAPPY BIRTHDAY TO:

Dar Carroll March 10
Marguerite Keswick March 11

SICK CALL

The Flu virus included the following in its recent scourge: Chalmers, Garman, Wray, Terrien, Schaffrath, Fox, Brumm, Dowell; Rosalie Williams and Marge Schuyler (clerical).

All are back at work.



VISITING PROFESSORS

Angus Campbell, Director of the Survey Center at the University of Michigan and Robert Kahn, project research director will arrive at ILIR Monday, March 20 to discuss techniques and experiences of studies in labor and industrial relations with the Research Staff.

GUEST LECTURERS

Franzy Eakin, Vice President of the A. E. Staley Mfg. Company of Decatur, spoke to ILIR students of Sociology 318 and LIR & Econ 447 on the "Impact of Collective Bargaining on the Internal Organization of Management."

On Wednesday, March 29, Earl Heaton, Regional Director, UAW-AFL, Decatur will talk on "Union Organization and Administration" to Sociology 318 students.

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CONFERENCES

The Fourth Annual Labor Journal Editors Conference will be held in Champaign-Urbana, April 28 and 29. Dorothy Dowell is conference chairman. Chalmers, Erickson, Garman, Brumm, Phillips and Arnold Weber will also participate.

Plans are underway for a weekend Educational Conference for the State Conference of the International Association of Machinists in Springfield on May 6 and 7. The main subject will be "Making Union Meetings Effective". John Brumm, ILIR, Dick Murphy, U. of I. Speech Dept. and Lee Chapman, International Representative of the IAM are in charge.

Phillips, Schaffrath and Garman from ILIR participated in a weekend conference in Bloomington February 25th and 26th. Maude Myers, Executive Secretary of the Illinois Civil Service Commission was a featured speaker at the conference sponsored by the Illinois State Council of Employee Local Unions and conducted by the U. of I. Extension Division, ILIR and the Institute of Government and Public Affairs.

John M. Fewkes, President of the Chicago Teachers Union, spoke at a two-day Engineering Institute on Industrial Safety held at the U. of I. Campus on the 7th and 8th of March. It was sponsored jointly by ILIR, College of Engineering, and DUE. Afterwards he stopped in at the Institute office for a discussion with some of the staff.

TRIPS

Several members of the ILIR-DUE staff participated in the Chicago CIO Community Services Conference on March 11. Dowell, Kliger, Garman and Phillips were present.

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The Institute basketball team played its first game Wednesday at Uni. High. The opposition rolled up a 10 point lead but ILIR carried on valiantly in spite of overwhelming odds to a "noble" finish of 29-17 (their favor). Up and coming basketball stars included Roger Herlean, Stan Zagol, Irv King, Jack Strickland, Bruce Thompson, Morris Greenberg, Morris Dare, Don Hoyt, Richard Wilcock, Tony Parti, Martin Rosenberg, Arnold Weber, Dilip Banerjee. Next week they meet the Geological Survey Group.

REPRINTS

McPherson's article "Should Labor Arbitrators Play Follow the Leader" has been reprinted by the Connecticut General Life Insurance Company and is quoted at length in the company's Notes and Quotes, February 1950.

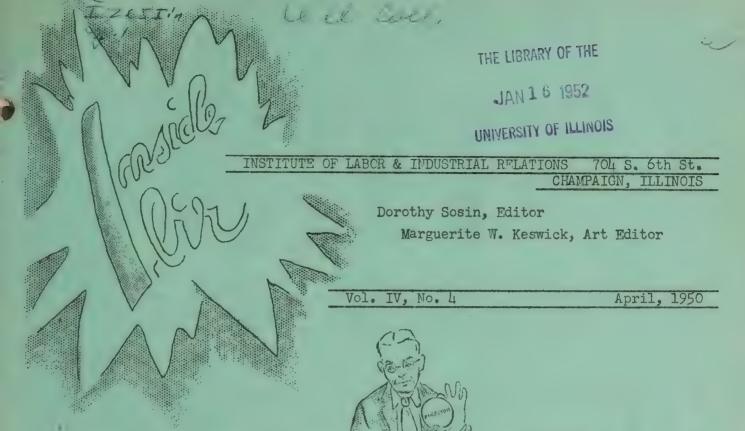
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THECHALMERS

The Institute now has a Director. Chalmers was so named by the University Board of Trustees, which met in Springfield, April 19. The appointment becomes effective Sept. 1, 1950.

C A L E N D A R

Chalmers has been serving as Acting Director of the Institute since Sept. 1, 1949. He joined the staff of the University in Dec., 1947, as chairman of the Institute's graduate study program. He holds a doctor of philosophy degree from the Univ. of Wisconsin.

The Institute Faculty Council met for lunch at the Faculty Club on March 21. Provost Griffith was also present.

Chalmers met with present and prospective Advisory Committee members in Chicago on April 7, and downstate members on April 10 and 11.

"The International Labor Organization" is the subject of a paper Chalmers will read at the Midwest Economics Ass'n. meeting in Des Moines, Iowa, April 21 and 22. He will also participate in a discussion of international labor problems, and compare notes on Institute problems with those attending from other midwestern universities.

RESEARCH

Edelman will take part in a panel discussion on "State Labor Relations Laws" at a conference of the American Political Science Ass'n., Ann Arbor, Mich., April 23-23. Swoboda, Steiner, and Annette Wilson will also attend the conference.

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On April 27, Derber will talk on "FEPC in Illinois" at a meeting of the Illinois Forensic Society (high school debaters). It is sponsored by the U. of I. speech dept.

Derber will also lead a discussion on "Some Problems of an Integrative Approach to the Study of Labor Relations," at the second annual conference held by the Industrial Relations Center, McGill Univ., Montreal, Canada, May 1.

Horowitz will represent the Institute at the Sixth Annual Conference on "Research in Industrial Relations" at the Univ. of Minnesota, Minneapolis. Sponsored by the Social Science Research Council Labor Market Research Committee, it will be held May 9 and 10.

CONFERENCES

Gammill and Pigage were speakers at the Conference for Dietitians and Food Supervisors in the Public Welfare Institutions in Illinois. The conference was sponsored by DUE and held at Allerton Park, March 27-31.

Chalmers and Garman were chairmen of sessions at the Personnel Administration for State Department of Public Welfare Conference. It was held at Allerton Park, March 26-31. Stagner, Gammill, Schaffrath, and Wolfe also participated in the program.

Labor editors from New York, Detroit and Canada, as well as Illinois and nearby states have registered in advance for the Fourth Annual Labor Journal Editor's Conference, April 28-29. ILIR, School of Journalism, DUE and University Press staff will take part in sessions at the Illini Union.

Mrs. Chalmers will be hostess to wives of editors attending the conference, at a tea on Friday afternoon, April 28, in the lounge of the faculty apartment bldg.

Phillips and Schaffrath are working with a committee of the Galesburg Trades and Labor Assembly on a one-day conference on Human Relations and Collective Bargaining Aspects of Grievance Handling. It is scheduled for May 20.

Humes spoke on "Pscyhological problems of the Foreman and Supervisor" at the 1950 Regional Conference for management men from industries in Springfield and central Illinois. The meeting was held in Springfield April 22.

A number of ILIR staff will go to Chicago May 12-13 for the meeting of the Industrial Relations Research Ass'n.

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Plans are underway for an interesting new labor-management education program in Galesburg -- an eight-week joint class for foremen and shop stewards of the Gale Products Co, and AFL Federal Labor Union in "Human Relations Factors in Grievance Handling," Schaffrath is slated as the instructor.

Brumm and Fox, together with others of the staff are working on an experimental extension project in leadership training with business representatives of District 9, International Ass'n. of Machinists in St. Louis, East St. Louis, Granite City, Alton, and Belleville areas.

Brumm has recently been appointed as a member of the Committee on Medical Care Statistics of the American Public Health Assin.

Garman will attend the Annual Meeting of the American Association of Adult Education May l_4 -6, Cleveland, Ohio. He will take part in a panel discussion on adult participation in public affairs.

Class Schedule
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CLASSES

Completed classes—13 certificates of completion were awarded Yednesday, March 29, at the close of an extension course in Labor Relations Legislation in Springfield. The Springfield Federation of Labor sponsored the course. Phillips was the instructor.

Schaffrath reports that his class in Human Relations and Supervision for State Civil Service people in Chicago met and carried on a profitable and interesting session recently in the absence of their instructor, who was ill with the flue



Schaffrath has been commuting by plane to Rockford every Thursday to his class in Group Discussion Leadership. Usually Lewis V. Peterson, Director of Visual Aids, DUE, is at the controls. However, recently Bill took over the controls—flew up

on Thursday night and returned Friday morning.

GUEST LECTURER

Harry L. Case, Personnel Director of the Tennessee Valley Authority met informally with members of the Institute staff and student body in room 209 of the Illini Union, March 27. They discussed personnel policy problems, including union cooperation in the TVA.

Leonard J. Fletcher, Director of Training and Community Relations, Caterpillar Tractor Company, Peoria, visited with Institute staff and students. The informal gathering was held in the conference room at 10:30, Friday, March 31. Fletcher discussed the personnel policies and training techniques of the Caterpillar Tractor Co.

Walter Reuther, president, UAW-CIO spoke on "Democracy and the Challenge of Peace," at the Auditorium, April 21 at 7:30.

FILMS

A group from ILIR previewed the union film "Seventeen Days," last week.

LIRA

LIRA held an election on March 27. Officers for the Spring semester are: Charles Canedy, Pres.; Frank Traini, V. Pres.; Ramon Rivera, Treas.; Kenneth Hougland, Sec'y.

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New LTRA committees are!

Grievance: John Hayes-Chairman, James Jones, Wayne Pearson.

Social: Ramon Rivera-Chairman, Paul Blaetus, Martin Rosenberg,

Barbara Russell, Floyd Turner, Louise King.

Publicity: Stan Zagol-Chairman, William Gulish, Sanford Cohn,

Ruth Bender.

Program: Maurice Dare-Chairman, Annette Wilson, Morris Green-

berg, Herbert Melnick.

Placement: Bernard O'Keefe-Chairman, Billy Himes, Jack Strickland,

Stan Zagol.

By Laws: John La Point-Chairman, Harold Tagg, Roger Herlean.

STUDENT NEWS

Irv King, Graduate Assistant was awarded a fellowship in Economics at the Univ. of Wisconsin, Madison, for the coming academic year.

Springtime is job-hunting time for a number of students who will be graduated in June. Ruthven is working with a LIRA committee on job placements.



EDITORIAL

Dowell's article, "Judicial Enforcement of Arbitration Awards in Labor Disputes," was cited twice in a new casebook on Labor Law by Prof. Smith of Michigan Univ.

New Publications:

Psychological Aspects of Industrial Conflict, by Ross Stagner. Institute Reprint No. 4 (from Personnel Psychology).

How People Make Up Their Minds About Unions, by Ross Stagner. Institute Lectures No. 6.

Supreme Court Decisions on Labor, 1948-49, by Betty Jane Swoboda, newest bulletin.

Report, Conference on Central Labor Union Activities (November, 1949).

A new List of Publication, AND the long-awaited general announcement:

Graduate Study in Labor and Industrial Relations, 1950-51.



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HOSPITAL NOTES

Marguerite Keswick (Clerical) is back in the office after a tonsillectomy, March 27.

LIBRARY

Lorraine Hodge accompanied her husband to Texas during the Easter vacation on a pleasure-business trip. He had a number of interviews with architectural firms in Houston and Dallas.

Albert Marshall, Editorial Assistant, Library, will leave the Institute in June to become head librarian at Lincoln Univ., Jefferson City, Mo., his alma mater. The Marshalls and daughter, Fatia, will visit his home in Kansas City, Mo. before he assumes his new duties July 1.

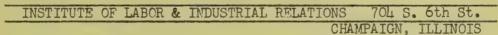
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UNIVERSITY OF ILLINOIS



Dorothy Sosin, Editor
Marguerite W. Keswick, Art Editor

Vol. IV, No. 5

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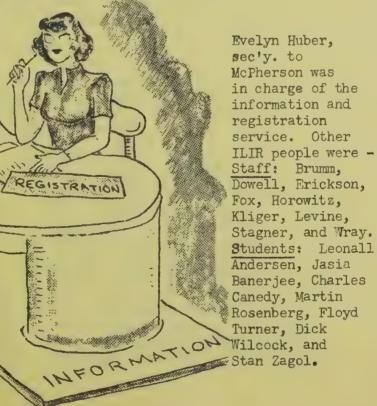
ay , 1950

TRIPS AND TALKS

Chalmers flew to Washington on May 5, for a meeting of the President's Conference on Industrial Safety. He is a member of the Committee on Labor-Management Cooperation for Safety.

Wray was guest speaker at the annual convention of the Illinois State Academy of Science at Rock Island May 5. He spoke on "Sociological Problems in the Study of Industrial Relations in Illinois."

Several Institute staff and students attended the Industrial Relations Research Assn. Spring Conference at the La Salle Hotel, Chicago, May 12 and 13. ILTR's McPherson is Sec'y.-Treas. of the organization. Chalmers and Schaffrath were session leaders. Serving on panel discussions were Derber, Wray, Edelman, Garman, and Chalmers.



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TRIPS AND TALKS (Cont'd.)

Stagner gave a talk at the Midwestern Psychological Assn. meetings in Detroit, May 5 and 6. His subject: "Authority as a Problem in Social Psychology."

McCoy spoke at a luncheon meeting of the Illinois Chapter of the Special Libraries Assn. The group met on the U. of I. campus, May 6. His subject was "Library Cooperation in the Field of Industrial Relations." On April 20, McCoy talked on the same subject at a library faculty discussion group at the home of Robert B. Downs, director of the U. of I. libraries.

VISITORS

Joel Seidman, Prof. of Economics, Univ. of Chicago, visited the Institute on May 17. He discussed research problems with the Decatur staff in the morning, had lunch with the Research Committee, and addressed Chalmers' class on "Labor Union Organization and Administration" in the afternoon.

Dick Cooperman, former ILIR editorial assistant and Mrs. Cooperman (Mary Torrison) dropped in on May 8, during a brief visit to the U. of I. campus. Dick is chairman for Cuyahoga County, Cleveland, CIO-PAC. Mary is working for an independent voters group in Cleveland.

A. P. Lancaster, Industrial and Public Relations Director of Western Electric's Hawthorne plant was here May 23. He spoke to Robert Loken's BMS and ILIR class "Personnel Administration" on "Organization of Western Electric's Personnel System and the Philosophy Behind It." Later in the day he discussed personnel relations with Chalmers, Derber, and Ruthven.

EXTENSION

Phillips is busy with classes for labor groups in Springfield, LaSalle, and Joliet. Brumm has taken over the class in "Labor Relations Legislation" in Bloomington.



The Time, Inc. program in Psychology of Supervision for employees in Chicago was ended recently. The instructors, Loken (BMS), Carter (DUE), Gammill and Schaffrath (ILIR) report a highly stimulating, though varied, experience. Plans are underway for some coordinated recommendations from the University to the company for future training programs to be handled by the company itself.

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THE VERMILION COUNTY STAR

EXTENSION (Cont'd.)

Wolfe has concluded several experimental sessions in labor relations training for small industries in the LaGrange area.

Of the 17 Rockford management people enrolled in Wolfe's class in "Economic Social Problems of Industrial Relations," 13 received certificates at the closing session, May 3.

At a recent ILIR extension staff meeting, the following gave reports on extension research projects.

Humes--Evaluation of Bowman Dairy Company training program

Brumm and Fox-IAM Leadership Training program
Dowell-Preparation of materials in the field of
labor journalism.

Schaffrath spoke to the American Legion Post #815, Chicago, on May 12. His topic was "Human Relations in Management."

Brumm will lead a discussion in East Alton, Ill., May 25 at 8 p.m. after a showing of the movie "Democracy and Despotism," for the Machinists in the Alton-Wood River area.

CONFERENCES

Plans are underway for a one-day conference on public relations for labor groups in the Danville area. It is to be held late in June. The program will be sponsored by the "Vermillion County Star," the local labor paper, which is owned by the AFL, CIO, and independent unions. A preliminary program has been worked out by Dowell and Ralph Norton, editor of the Star.

Tentative plans are being formulated by staff members of ILIR for a fall conference for policy-making management representatives in the field of labor relations. This meeting may be co-sponsored with the School of Commerce.

The 50-odd editors who attended the Fourth Annual Labor Journal Editor's Conference, April 28-29, will be able to "give their readers a break" after the informative sessions and speeches during the two days. Staff members from DUE, ILIR, School of Journalism, and University Press took part in the sessions.

An educational Institute—"Handling Grievances" was held May 20 in the Labor Temple, Galesburg, sponsored by the Galesburg Trades and Labor Assembly. Brumm, Phillips, Schaffrath, and Wolfe from ILIR participated. tonto a las los estables Sadiopeir entre Secreta i sun fículto los está ent esta entre 153 de los Santas de los estables de la compositor de la compositor de la compositor de la compositor

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A two-day conference on "Making Union Meetings Effective" was conducted by ILIR and the Dept. of Speech for the Illinois State Conference of Machinists' Unions in Springfield on May 6 and 7. Chalmers arrived from Washington, D.C. five minutes before he was scheduled to appear, in order to lead a discussion on "Democracy," followed a showing of the movie by that name. Dick Murphy and Arno Hill (Speech Dept.) were section leaders. A manual The Art of Conducting a Meeting." was prepared by Murphy for the meeting and is being made available to other Machinists unions.

RESEARCH

Several staff members helped do interviews for the Decatur Project public opinion poll on labor-management relations in Decatur. These included Lynn Berg, Dar Carroll, Don Hoyt, Marguerite Keswick, Bryant Ruthven, Dorothy Sosin, and Marilyn Zachary. The guaduate assistants in research working on the survey are Jasia Banerjee, Ruth Bender, Nate Hackman, Irv King, Len Staugas, Jack Strickland, Arnold Weber, Dick Wolcock, and Stan Zagol. Terrien and Wray are in charge of the project. Terrien reports, that as of May 23, 200 scheduled interviews had been completed. They plan to start an allied project in a few weeks using the same interview forms. Members of the Decatur project will interview people directly connected with Labor or Management.



STUDENT NEWS

Four ILIR students served as recorders on April 28 for the Work Groups on Special Writing problems, a feature of the Labor Journal Editor's Conference: Ruth Bender, Charles Canedy, Arnold Weber, and Stan Zagol.

CLERICAL

Marge Schuyler leaves the Institute, May 21. Her husband is receiving his B.S. in Mechanical Engineering and will be employed at the Crane Co. in Chicago. Marge may pursue her original career of nursing or her long sought after goal of housekeeping.

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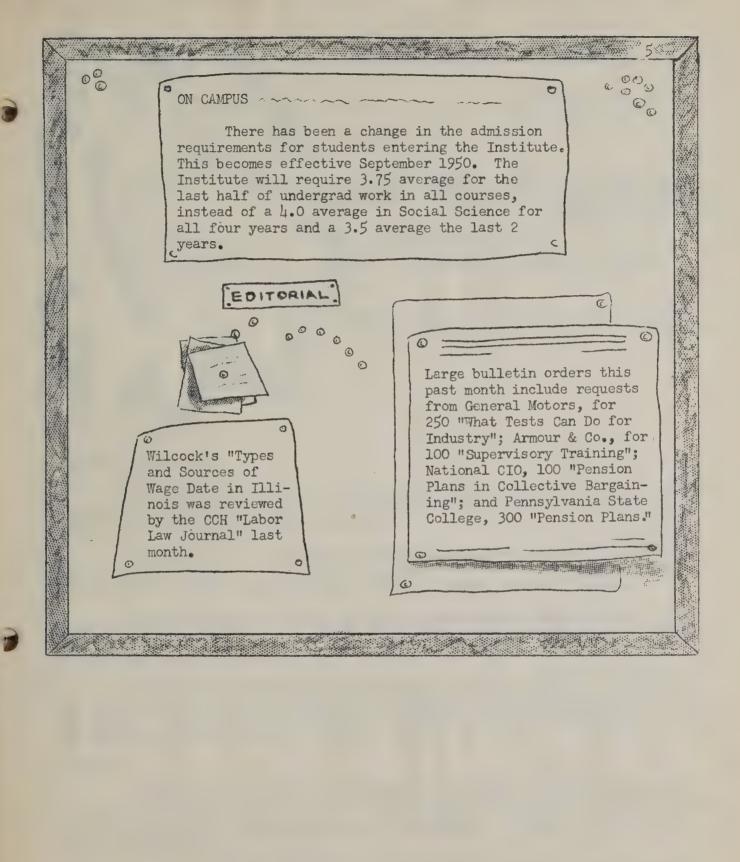
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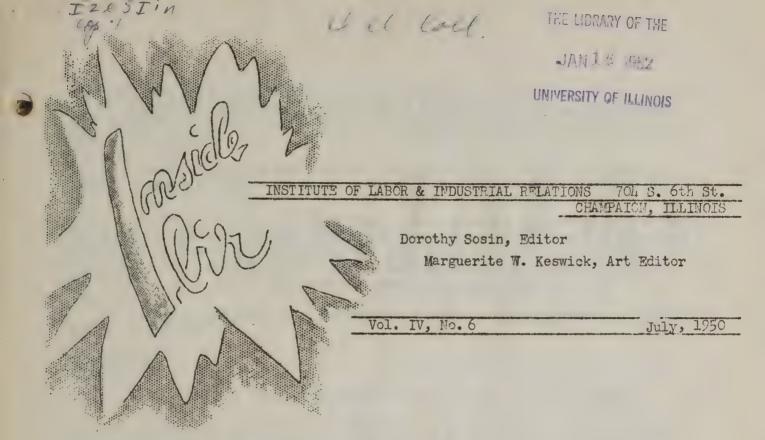
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ADVISORY COMMITTEE

Two new members have been named to the ILIR advisory committee. They are William W. Wirtz, professor of law at Northwestern Univ., and John Slezak, president of the Turner Brass Works, Sycamore.

Wirtz replaces public member Irving Dillard, editorial writer for the St. Louis Post Dispatch. Slezak will take over the duties of management member Dr. Leverett S. Lyon, chief executive officer, Chicago Assn. of Commerce.

Wirtz was general counsel and public member of the National War Labor Board in 1943-44, and chairman of the National Wage Stabilization Board in 1947. He was also a member of one of the President's Fact Finding Boards.

Slezak, as a colonel in the army, served as consultant for the Army and Navy Munitions Board, and as chief of the Chicago Ordnance District. Slezak is director of the Illinois State Chamber of Commerce, vice president of the Illinois Manufacturers' Assn., and trustee of the Illinois Institute of Technology.

ALUMNI

Variety is the rule for job-landings of Institute graduates and former students. A roll-call of 11 who have recently gone to work shows they are located in nine states, and are employed by labor, management, college, government and civic organizations:

John La Point started July 1 as a district director for the UAW-AFL Region 8 in Decatur.

Maurice Dare is in the Industrial Relations Department of Du Pont's Bell plant at Charleston, W. Va...Norbert Samborski is an executive trainee in the Personnel Department of the Peck Department Store chain in Kansas City, Mo...

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Two new members have been maned to the HIR advisory occumbitee. They are W. Wirtz, professor of law at Mortnessern Unav., and John Stezak, preshment of the Turner Brass Works, Sycamore.

is Post Dispatch. Slegak will take over the ducier of management member

Tirts was general counsel and public member of the National War Labor tin 1963-46, and chairmen of the National Wage Stabilization Sourd in 1964.

Slezar, as a colonel in the army, served as consultant for the Army and Nevy Munitions Beard, and as chief of the Chicago Ordeance District. Slezak is the Illinois State Chamber of Commerce, vace president of the Illinois Filling and trustee of the Illinois Institute of Technology.

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Maurice Dare is in the Industrial Relations Department of Du Pontis shill in Va. . Norbert Supporein is an executive trained in the orthwest of the Peck Department Store chain in Kansas Olly, Mo. . .

Herbert Sieck is at Owens-Illinois in San Francisco...Harold Tagg started July 5 in the Industrial Department of the Indiana Harbor Works, Inland Steel Corp., East Chicago, Ind...and Dean Thomas is a distruct salesmanager for the Moorman Mfg. Co. in Quincy.

Kenneth Hougland has landed an administrative position with National College in Kansas City.

Peter Liveright is in Baltimore. He's a social insurance analyst in the Modification Section, Program Planning Branch, Bureau of Old Age and Survivors Insurance, U. S. Gov't...Norman Seltzer is a labor economist in the Bureau of Labor Statistics in Washington...Arthur Steinfeldt landed in Washington, also in the Pentagon Bldg. as an Air Force administrative assistant.

William Humphrey is an industrial relations counsellor with the Urban League in Milwaukee.

STUDENT NEWS

Summertime is "work-experience" time for many Institute students:

Leonall C. Anderson is in Minnesota...James Jones is in the Students-In-Industry Seminar in Industrial Relations, Wayne Univ., Detroit...Annette Wilson is working as a cutter in a paper factory in the East...Floyd Turner is at the Glenbard Tool Mfg. Co. in Chicago.

William Craham is in the Pacific on a tour of duty in the active naval reserve. His address-Ensign W. H. Graham, USS Hollister, D D 788, c/o FPO, San Francisco.

EDITORIAL

The handbook, "Child Labor Laws," by Betty Swoboda, has just been published jointly by the Institute and the Illinois Department of Labor.

The current issue of "Industrial and Labor Relations Review" carries a story on ILIR activities.

The many requests for "Supervisory Training" and "Pension Plans" have exhausted the supply. Additional copies have been ordered.

EXTENSION CLASSES

by the Peoria Trades and Labor Assembly, ended June 1.

Thirty supervisors and technicians of the Sangamo Electric Co., Springfield, completed a course in "Industrial Psychology" June 6. Gammill awarded the certificates for the 16-week course.

Seventeen union men from the LaSalle-Peru-Oglesby area were graduated from an eight-week course in "Labor Legislation" June 8. They were handed their certificates by instructor Phillips. Five different union groups were represented — carpenters, cement workers, electricians, millmen, and UMW District 50.

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EXTENSION CLASSES (Cont'd.)

Fourteen members of the United Paperworkers of America-CIO completed Erickson's Chicago course in "How Our Economy Works." Eleven local unions sponsored the eight-week course. Erickson presented certificates during the last class session, June 8.

Pigage's 16-week class in "Advanced Motion and Time Study" came to a close June 8.

Fifteen union men received certificates June 13 at the close of Phillips' eight-week class in Joliet-"Labor Relations Legislation."

Fourteen workers and stewards of the United Steelworkers—CIO received certificates June 14 at the close of Tucker's 16-week course in "Motion and Time Study" in Kewanee.

In Kankakee, nine industrial workers and engineers received certificates at the close of Pigage's eight-week class in "Industrial Management," June 22.

HERE AND THERE

Chalmers took part in a discussion of "Economic Organizations—International Labor Organization" at a leadership training conference on international relations July 10-12 at Lindenwood College, St. Charles, Mo. This session is part of a two-week series of conferences conducted by the department of classroom teachers of the National Education Assn. under the general theme "Unity is Diversity—the Design for Our Profession."

* * * * * *

Chalmers attended the meeting of the committee on Labor Management Cooperation for Safety of the President's Conference on Industrial Relations, July 14, in Washington.

* * * * * *

McPherson is at the Univ. of California, Berkeley, this summer. He is teaching courses in "Industrial Relations" and "Collective Bargaining Systems" in the School of Business Admin. during the second summer term.

On July 26 he will speak at the Stanford Univ. Business Conference on "Arbitration—Its Uses and Limitations."

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MoPherson is at the Univ. of California, derickey, this summer. He is governor in "Industrial Relations" and "Collective Bargerning Systems" in

Otto Knoth, head of the Trade Union Youth Organization in Frankfurt, Germany, was at the Institute the afternoon of June 7. He told of the workers' education program in Germany and made a study of the Institute's approach.

LIBRARY

McCoy attended the annual convention of the Special Libraries Assn. at Atlantic City, N. J., June 12-16. He spoke before the Social Science Group on "American Sources of Information in the Labor Field." Later in the week he met with other industrial relations librarians at the Princeton Industrial Relations Section to discuss a cooperative bibliography project.

Letters have been received from two former ILIR library staff members. Libby Hogg writes from London that she found "househunting quite an education." Lorraine Hodge says the weather is not cool in Dallas.

Barbara Galvin joined the ILTR library staff in June as a junior clerk typist. She fills the position formerly held by Rosalie Williams who has been promoted to senior clerk stenographer.

Clementine Sprow has joined the staff of the ILIR library on a halftime basis. Mrs. Sprow, who was formerly with the Cataloging Dept. of the U. of I. Library, replaced Albert Marshall, who left to become librarian of Lincoln Univ., Jefferson City, Mo.

RESEARCH

The Institute has seven graduate assistants for the summer. Reappointees are Stan Zagol, Lou Boffo, Jack Strickland and Richard Wilcock. The three new ones are Thomas Porter, Marty Rosenberg and Bernard O'Keefe.

Terrien went up to Yale June 12 to pick up his degree -- Ph.D. in Sociology.

Betty Swoboda leaves the Institute the end of August. She goes with her husband to Wilmington, Del., where he will do research work in physical chemistry with the Du Pont Co. They will vacation through the "Smokies" while driving east.

* * * * *

The second phase of the Decatur Public Opinion project has begun—this time to find out the opinions of some 150-200 people connected either with labor or management. Terrien and Staugas are master-planning it. Interviewing regularly in Decatur are: Graduate Assistants Jack Strickland, Bernard O'Keefe and Tom Porter; Student Employees Charles Canedy, Billy Himes, John Osoinach, Richard Schaller and Harry Stein. The interviewing period is expected to end somewhere in the week of 17-21 July.

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McCoy attended the annual convention of the Special Lieutries wash, as

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THE LIGHTER SIDE

ILIR-ers invaded the Lake of the Woods July 8 for the Institute They played softball and volleyball, pitched horseshoes, went swimming--or paddling with the kids -- and ate!

Urla and Elroy Golden became the parents of a baby girl, Susan Lee. June 23.

VACATIONS Some went North: Dorothy Sosin

Some went East: Lynn Berg to New York and Connecticut...Marilyn Zachary, sightseeing in Washington, D.C.... Chalmers to Maine ... Garman to Tennessee... Marguerite Keswick will drive East, too, in August.

Some went West: Liz Campbell to California ... Evie Huber to Tulsa, Okla.

to battle mosquitoes in Wisconsin ... Evelyn West and Phyllis Reynolds are planning a two-weeks stay at Pine Grove Inn, Ephraim, Wis. ... Ruthven remodeled a cottage in Michigan ... Hoyt went to Milwaukee.

Some stayed home: Dar Carroll moved into her new house at 3 Illini Circle...Dorothy Dowell drove a tractor on her father's farm in Southern Ill...Jackie Kaldon just stayed home.

And some stayed at work!

CONFERENCES

Stoddard welcomed the first group of CIO Steelworkers to the campus July 16 at the start of their two-week institute. For two weeks they will live in U. of I. dormitories and eat at the Illini Union Coffee Shop.

Beginners will attend classes in collective bargaining, social insurance, labor and community services and job evaluation. Advanced students will cope with motion and time study, grievance handling, social insurance, and leadership training. Brumm, Dowell, Erickson, Fox, Garman, Phillips, Pigage, McNatt and Tucker will make up the "faculty" from ILIR.

The Third Annual Conference on Adult Education was held at the U. of I. June 27-30. Erickson led a discussion on labor's role in adult education, on June 29.

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CONFERENCES (Cont'd.)

The Second Annual Midwestern Conference on the Teaching of Industrial Relations and Labor Economics was held June 12-14 at the Robert Allerton Estate, Monticello. Sponsored by the Industrial Relations Research Assn., the conference was planned jointly by Ohio State Univ., St. Louis Univ. and ILIR.

On panels from ILIR were Chalmers, McPherson, McQuitty and Schaffrath. Levine was program chairman.

EXTENSION-CONFERENCES

"Public Relations for Unions" a conference for Danville union members was held June 24. It was sponsored by the Vermilion County Star, Danville labor paper and conducted by ILIR and DUE. Representatives of four groups—farmers, teachers, ministers, and small businessmen—told of their relations with unions. Chalmers led a discussion on "What Does Labor Have in Common With These Groups?" Dowell and Brumm also led discussion groups.

ON-CAMPUS

The four ILTR students who received degrees in June are Irving King, Norbert Samborski, Melvin Humphrey and Herbert Sieck.

Fourteen students have registered for thesis seminar this summer. Derber is in charge of the group.

Labor Roomonies was held June 12-16 at the Robert Allerton Estate,
Sponsored by the Industrial Milations Research Assn., the conference to by Ohio State Univ. St. Louis Univ. and ILIR.

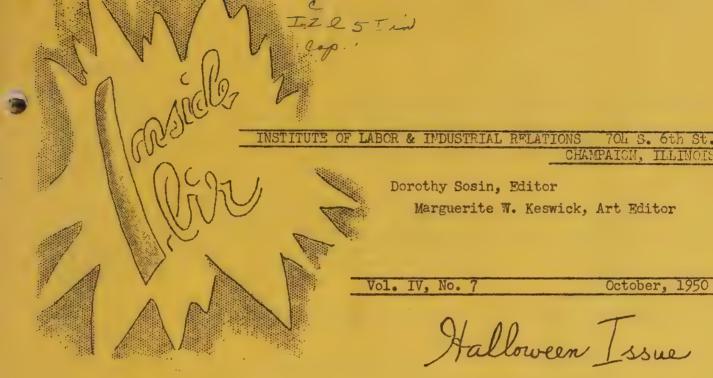
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ILIR general mid-Sept. staff meeting introduced new staff members, elected Fox, Levine and McQuitty to a new consultative committee (formerly personnel) and generally outlined the committee's new role; discussed a modification of the Institute policy on consultation by staff members; and explored the effect of possible defense economy problems on ILIR programs. The meeting was held Sept. 18-19 in the Faculty Lounge, Illini Union.

Institute Advisory Committee Meeting at the LaSalle Hotel, Chicago, Oct. 2., has been described by the Director as the "best yet."

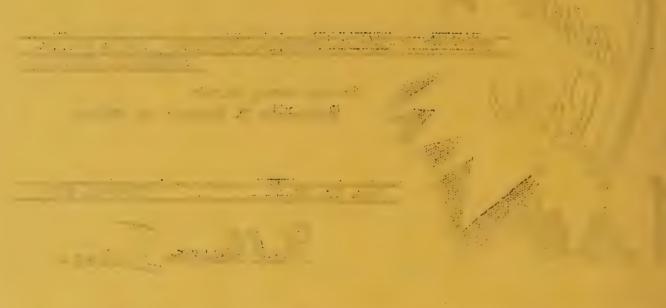
Twelve members were present including new appointees. Discussions centered around the "program statement" of the Institute; a report on past and possible future extension and research programs; and implications of the defense situation.

EXPERIMENTAL COURSE...

"Labor in Modern Society; An Inter-Disciplinary Analysis" began Oct. 21. Next session Nov. 4.

ILIR COMMITTEE APPOINTMENTS FOR 1950-51...

Administrative: Chalmers, Derber, Garman, Stagner, McCoy, Dowell, Edelman. Fellowships and Assistantships: Derber, chairman, Stagner, Edelman, Chandler, Horowitz. Internship: McNatt, chairman, Schaffrath, Wray, Bergmann, Pigage. Lectures: Levine, chairman, Hudson, Wray, Wolfe, Dowell. Research: Derber, chairman, Chandler, Garman, McQuitty, Steiner. Library: McCoy, chairman, Brumm, Levine, Fox.



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ON CAMPUS...

LIRA (Institute student's organization) members have voted to seek affiliation with the national Industrial Relations Research Association. A formal petition is being prepared. New LIRA committee-ers are: Program-Jim Jones, Floyd Turner, and Leo Schober. Social-Jasia Banerjee, Malcolm Shafer and Phil Spielman.

An experiment for ILIR students this year is the series of five orientation meetings. Topics were: orientation to the Institute, inter-disciplinary approaches to labor and industrial relations, the research program of the Institute, sources of information in labor relations, and agencies providing data on labor relations.

Edelman is now officially "Assistant Chairman of On-Campus Instruction."

Beverly Campbell, from Oconto, Wisc. (and wearing a new wedding ring) is the new ILIR receptionist.

Sarah Heskett from Salem, Ill. is mail and file clerk.

Marilyn Zachary writes "Hello" from Denver, Colo.

Gloria Zwinak's son, Anton, was born on Friday (Oct.) the 13th!

RESEARCH.

New faces: Raye Hudson, research associate and instructor in sociology, comes to ILIR via Rockford College, Columbia Univ., TWUA-CIO and the Yale Univ. Labor-Management Center. Ralph Bergmann, just plain research associate, hails from Brooklyn, Cornell Univ., the Army, and MIT. They are researching union institutionalism.

Ruth Bender changes from last year's role as ILIR student to research assistant.

Grad. assistants for the year are Louis Boffo, Louise K. Steiner, Arnold Weber, James Jones, Kenneth Lehman, Walter Allen, Lawrence Clark, Forrest David Brown, Sherman Rosen and Jack Strickland.

...said "Goodbye" to Betty Jane Swoboda who left to join her husband in Wilmington, Del.

LIBRARY.

Sherman Rosen, grad. assistant, has the job of chief information-giver-outer in response to requests for information in labor and industrial relations.



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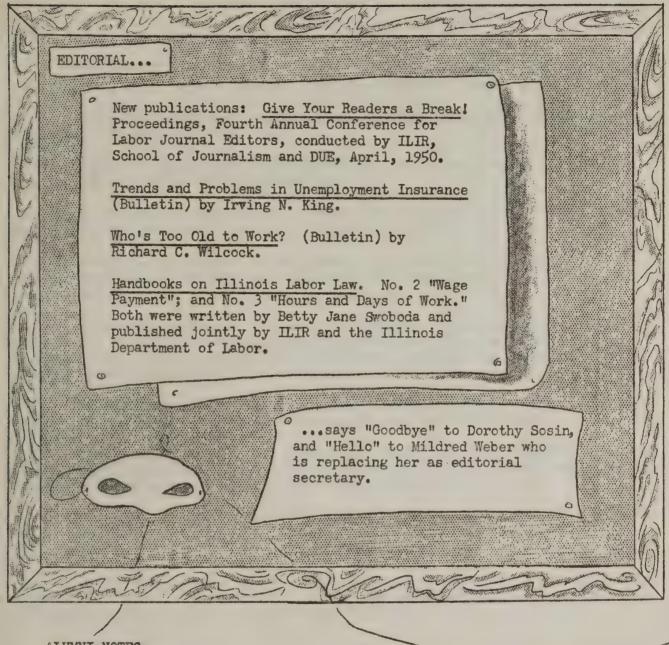
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Shamman Resen, grad, assistant, has the job of chief



ALUMNI NOTES...

/ Stan Zagol is now business representative for the St. Louis Council, American Federation of State, County and Municipal Employees (AFL).

Paul Blaetus is at Oak Ridge, Tenn., as Technical Information Director for the Atomic Energy Commission. He plans to write his thesis on industrial relations there.

Irv King is now at the Univ. of Wis. pursuing his Ph.D. in economics after a summer of combined loafing and working in a canning factory.

Billy Himes is now working for the ILGWU (International Ladies Garment Workers Union). Engaged in "engineering work," he is starting out in St. Louis.

In publications Charlen Pearling & Brown Proceedings, fourth warual Courtmerce In Sabor Journal Editors, conducted by ILIR. School of Journalism and DME, April, 1956, THE CHIEF COURSE books on Illinois labor har, Ma. 2 Ware in ment"; and No. 3 "Brure and Days of Work." Sobia were written by hellby Jaco Seel ada and whentief and bus Hill ye withing batsin irtgent of Labor. ...save "Gradber" to Dorrthy Sesin. tained the as and ariender as Stan Larol is now business representative for the St. Louds reading Tadaratter of State County and Mandatori Tactor our ** Paul Blactus is at Cak Hidge, Tennes as Tachmical Information ractor for the humbe Emergy Commission. He plans to welle bis

Irv Hong is now at the Univ. of Vis. parently his the D. J.

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TRIPS, TALKS, AND VISITORS ...

Six from ILIR went to the American Psychological Assn. meeting at State College, Pa., Sept. 2-8 -- Chalmers, Fox, Humes, Levine, McQuitty, and Stagner.

Wolfe was a featured speaker at the annual meeting of the Iowa Restaurant Association in Davenport, Oct. 10.

Chalmers, Garman and Wolfe attended the annual meeting of the Illinois State Chamber of Commerce in Chicago. Oct. 5.

Dowell went to Houston, Tex., Sept. 17-18 to speak at the annual convention of the International Labor Press of America—AFL.

Garman has been named to the committee on industrial relations and workers education of the National University Extension Association for the coming year.

McPherson is currently on leave of absence, serving as consultant to the Federal Republic of Germany, under the auspices of the Economic Cooperation Administration. He is working on the employment aspect of the problem of integrating the German refugees into the economic life of the country.

Fred Masaryk of the UCLA Industrial Relations Institute visited the ILIR offices early in Sept. and exchanged research notes with the staff.

Irvine L. H. Kerrison and Hamilton Stillwell from Rutgers Univ. Institute of Management and Labor Relations visited the Institute Oct. 16-17, and compared the extension programs of the two state universities.

While here to speak at an ILIR conference, P. L. Siemiller, vice-president of the International Association of Machinists spoke to staff and students, Thursday afternoon, Oct. 26, at 4:00, Room 213, Gregory Hall.

Chalmers will speak on "The Constructive Roles of Industry and Education in American Society" at a banquet climaxing the second annual Business, Industry, and Education Day in Paris, Ill., Friday, Oct. 27.

EXTENSION ...

Ed Phillips left for Washington, Oct. 16, where he will join the research staff of the Wage and Hour and Public Contracts Division of the U.S. Department of Labor.

SOME NEW CLASSES...

Tucker started two (one for each shift) 16-week courses in Motion and Time Study, Oct. 4 in Danville for the UAW-AFL.

Social Welfare Legislation is being taught by Erickson in Rockford (beginning Oct. 4). Rockford Federation of Labor is the sponsoring group.

A repeat performance of Gammill's class on Human Relations and Supervision was requested by industrial firms in the Quad-City area.

... UD VISITORS...

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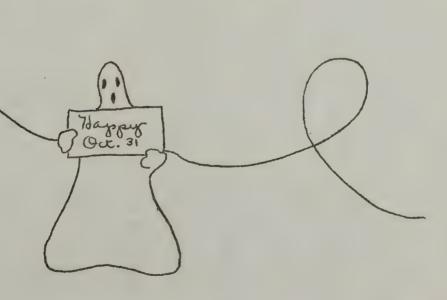
nt performance of Cammill's class on Human Relations and Super-

CONFERENCES ...

ILIR joined with the Institute of Government and Public Affairs and DUE in again conducting a conference for the Ill. Chapter, International Assn. of Public Employment Services, at Allerton, Oct. 11-14. Fox of ILIR and Norman Krausz of IGPA were in charge. A feature of the program was the use of preliminary findings by Edelman in his public employment service study.

Further use of research findings will be made in a conference on Public Relations for Unions to be held in Waukegan, Nov. 12. Wray is compiling some typical opinion comments gathered in a recent poll to be presented there.

A first-of-its-kind for the Institute will be a two-day conference on "Bases for Communication with Employees," to be held at Allerton, Oct. 26-27. About 20 top management people will attend. Featured speakers will be P. L. Siemiller, vice-president, International Assn. of Machinists, and Paul Pigors of MIT, author of the NAM Lieutenant Toland Memorial Study on Communications. Kenny E. Williamson, president of the UI Board of Trustees will welcome the group.



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1: Charter, International Asan, of Public Tapleyment Services, at Alberton, Oct. 11-14: Fex of ILIP and Termen Krausz of ICFA were in charge. A feature of the program was the use of preliminary findings by Edelman in his public employment service

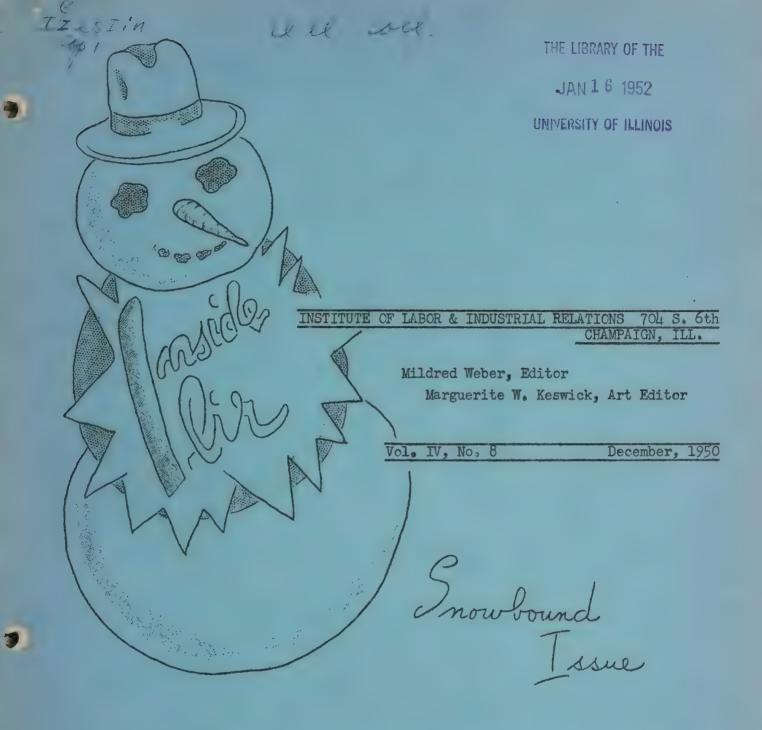
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Grand of fraction will welcome on the group





Several, Institute staff members, who left town to go visiting during the Thanksgiving holiday, had a tough time getting back. Two were stranded in a snowdrift somewhere in Ohio, one left his car overturned in a ditch, one after traveling twice the distance was snowed in just about 50 miles from Champaign-Urbana, some skidded in to town five or six hours late, and some traveled by train.

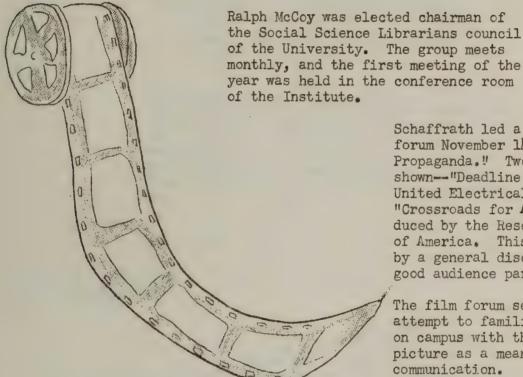
But most have been dug out now and are back at the Institute, where it's warm and dry.

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AROUND THE INSTITUTE

Bill Schaffrath is a member of the University Film Evaluation committee. The committee is made up of several people from different departments of the University. Their purpose is to view and evaluate for producers recent educational films.





Schaffrath led a library film forum November 14, on "Film As Propaganda.! Two films were shown--"Deadline for Action of United Electrical Workers", and "Crossroads for America," produced by the Research Institute of America. This was followed by a general discussion and good audience participation.

The film forum series is an attempt to familiarize people on campus with the moving picture as a means of communication.

William McPherson, who is currently on leave of absence working for the government in Germany, will resume his duties at the Institute in January.

Schaffrath has taken over the duties of the ILIR placement service.

PUBLICATION NOTICES

Murray Edelman has written a 216 page study (thesis) entitled, "The Licensing of Radio Services in the United States, 1927-1947."

John Brumm wrote a chapter on "Unions and Health Insurance," in a book called The House of Labor. This publication is a compilation of discussions of union government and administration, "written by men and women who actually do the work and face the many problems."

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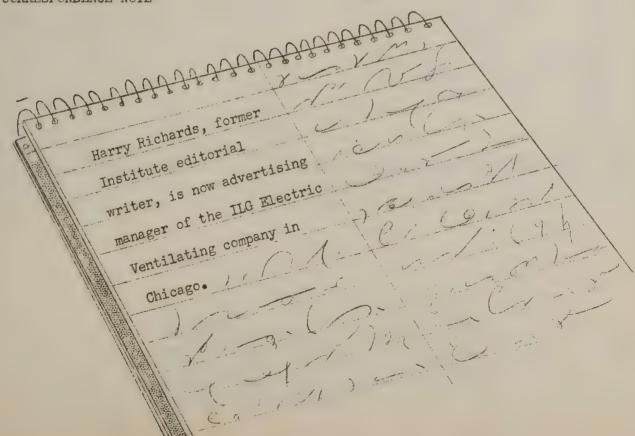
LIRA

November 30 was the date for an open discussion on labor presented by LIRA. David Dolnick, general counsel for the Amalgamated Meatcutters.—AFL was the guest speaker. This was one of a series of programs scheduled by the student organization.

Officers of LIRA are: Arnold Weber, president; Jim Jones, vice president, Forrest Brown, secretary; and Sherman Rosen, treasurer. Ralph Bergmann is the new faculty advisor.

The committees were reported in the last issue of Inside ILIR, but two were accidently left out. These are the publicity committee, which is composed of Ken Lehmann, and Will Binkley; and the grievance committee, whose members are Frank Traini, chairman, Bill Gulish, and Sandy Cohn.

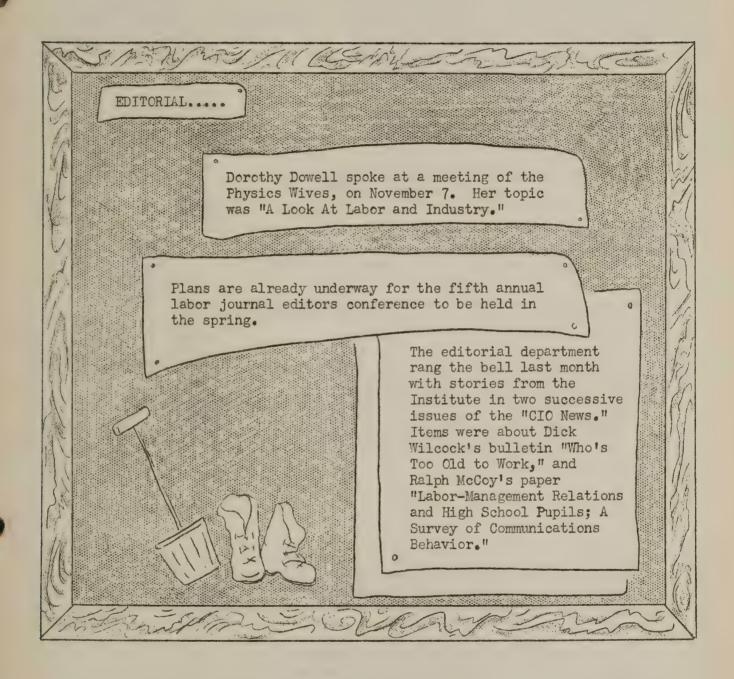
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RESEARCH

In connection with one of the studies on the Decatur project, 200 interviews with rank-and-file employees are being gathered. Among Institute students doing the interviewing are Phil Spielman, Bill Gulish, Sandy Cohn, Ted Anderson, Jim Ransom, Will Binkley, and Ken Lehmann. Dancida Lineal La de de de de desta de la cola de la co

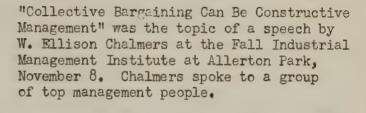
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TRIPS



The Director also gave a talk at the November 15 session of the St. Louis Industrial Relations association.

And he attended the national CIO meeting in Chicago, November 17-19.

Earl Wolfe was in New York and Pennsylvania November 9-11, where he attended a series of five meetings of YMCA committees. He is a member of the committees.

VISITORS
Dorothy Dowell was at the meeting of the CIO editor's group in Chicago, November 18-19.

David Dolnick, general counsel for the Amalgamated Meatcutters-AFL who spoke in an open discussion sponsored by LIRA, talked to Garman's collective bargaining class from four to six o'clock on the afternoon of November 30.

CONFERENCES

TALKS

AND

Herman Erickson, Bill Chalmers, Phil Garman, and John Brumm participated in the Chemical Workers Education conference, November 18 and 19 at Navy Pier in Chicago.

Dorothy Dowell, Chalmers, Garman, and Brumm took part in a one-day conference on Public Relations for Labor, in Waukegan, November 12.

The second annual conference for representatives of central labor unions in Illinois will be held December 5 and 6 at Allerton Park. The theme of this year's conference will be, "Making the Central Labor Union Program Work."

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EXTENSION

Phil Garman is teaching a class in steward training as a part of the regular monthly meeting of the Distillery Workers union for the Hiram Walker company. Six sessions are scheduled to include such subjects as the background of the labor movement, application of the Taft-Hartley act to the stewards jobs, and human relations factors in grievance handling.

Herman Erickson has a busy schedule. He is teaching five different classes. Three new ones overlap two which are about to conclude. The three new classes are: one in human relations and grievance procedure for the Boilermaker shop stewards at the R. G. LeTourneau company in Peoria, one in grievance handling for members of the AFL Meatcutters in Moline, and one in labor relations legislation for four locals of the CIO Papermakers union in Chicago.

Plans are underway for a series of supervisory training classes in Chicago and the East St. Louis area through the combined effort of the Division of University Extension, ILIR, and officials of the Pennsylvania railroad.

Mack Humes is teaching a citywide class for management representatives in Chicago. The subject is "Workshop and Clinic on Human Relations and Industrial Psychology."

Bill Schaffrath conducted a one-day workshop in Rockford for the league of women voters there. On the evening of November 30 and the day of December 1, he advised the ladies on group discussion leadership techniques.

Lee Pigage is teaching a group of representatives of the UAW-AFL in motion and time study. The class is in Decatur.

Earl Wolfe, and Earl Strong of the Business Management service, were interviewed on a radio program in Sterling in the opening of their classes there. Strong's class is on "Rechecking Your Business," and Wolfe's is on "Industrial Relations in Supervision." Both groups of class members were set up by the Young Adult committee of the YMCA in Sterling.

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This column is just a start. It's for you who travel and want to know of good eating places. If you have any suggestions, we'll be glad to print them. Perhaps others have not heard of your favorite restaurant.

FORREST

For a snack on Highway 47, try Bohanon's near Forrest.

ROCKFORD

Bishop's cafeteria is a good allround eating place.

SPRINGFIELD

The Country House is the place for a Smorgasbord style dinner.

STERLING

The Miami Club serves nice, juicy steaks.

Another good place to eat is the dining room of the Lincoln hotel.

STREATOR

The Plumb hotel has very recently opened a new dining room, which is pretty good.

WAUKEGAN

For fish food it's Mathon's.

Personnels

Earl Wolfe recently won 26 dollars for answering a question correctly on a local radio telephone quiz, proving that it pays to know football.

Barbara Galvin is taking a University course in "Principles of Elementary Education."

Rosalie Williams is enrolled in a state library reading course on Abraham Lincoln.

Jackie Kaldon had a birthday last month. She has reached the ripe old age of (?) years.

Kay Moller was recently welcomed back to the office after a month's illness.

The Herman Ericksons celebrated the completion of their new house at 816 W. Columbia in Champaign, by holding "open house" for members of the Institute and of the University on November 12. Items of note: Mrs. John Brumm's abstract painting which hangs over the fireplace, and a dining room table and desk which Erickson himself had built.



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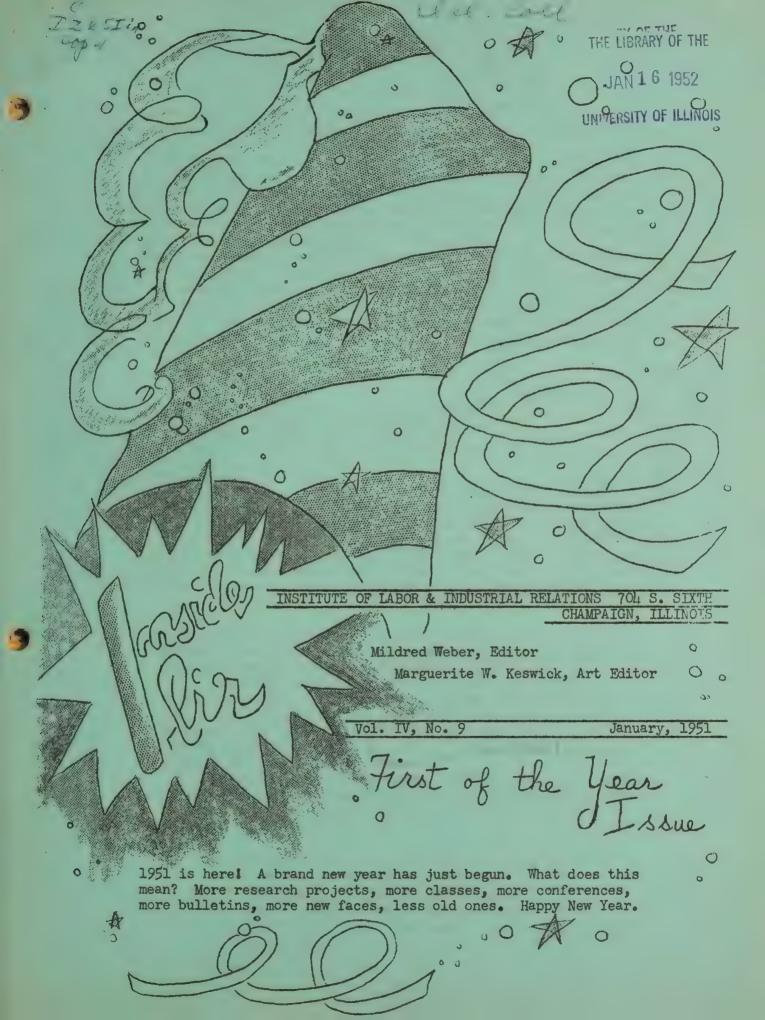
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WELCOME

After three months in Germany advising the west German republic how to integrate nine million refugees, William McPherson has returned to the Institute.

McPherson was vice-chairman of the American group of a joint German-American commission—the E.C.A. Technical Research Commission of the Integration of German Refugees. The work of the commission was broken down into several phases, such as housing, education and employment, each studied by a few members. McPherson and the chairman of the German group worked on the employment problem.

The group spent a few weeks touring refugee barracks and factories where they could study the conditions of the country and recommend ways of placing the refugees where they could help themselves as well as the economic conditions of Western Germany.

McPherson and the others are now editing a report of their findings. It will be published in Germany and is expected to appear next month.

Bill Schaffrath, along
with Ralph W. Chenoweth, principal
and director of adult edication, Momence
Community high school, and Walter V. Brown, Division
of University Extension, has written an article, "Initiation,

Organization and Administration of Adult Education," which appeared in the November and December issues of the Educational Press Bulletin.

Bill Chalmers, Milton Derber, and William McPherson are the editors of a volume on Labor Dispute Settlement in World War II, published by the U. S. Department of Labor.

The book consists of ten chapters, each written by a different contributor. The three editors wrote a summary and conclusions as well as their three respective chapters. McPherson wrote on "Tripartitism," Derber on "Principles of Dispute Settlement," and Chalmers on "Voluntarism and Compulsion in Dispute Settlement."

Chapters were also written by Emmett McNatt on "Problems of Case Processing," and by John Parrish on "Relation of Wage Control of Manpower Problems."

Jack Strickland had a story accepted by the publication Accent. The name of this piece of fiction is "Pooch, My Boy." Contrary to popular and traditional belief, it's about a man — not a dog.

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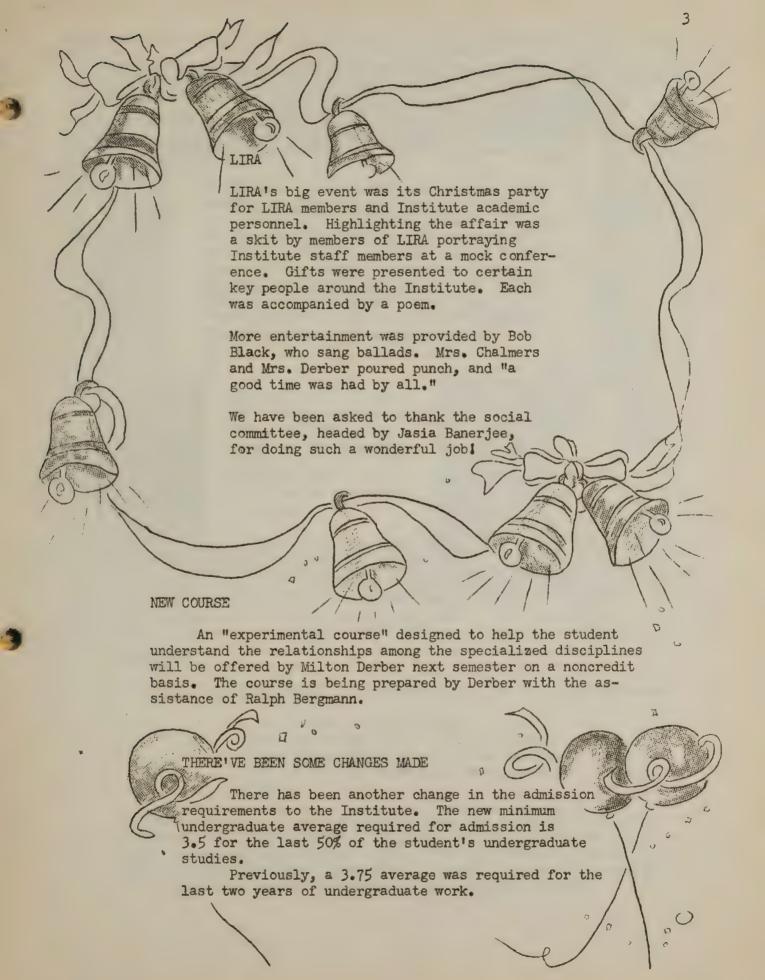
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and Mrs. Derber praced punch, and the mod time was had by all,"

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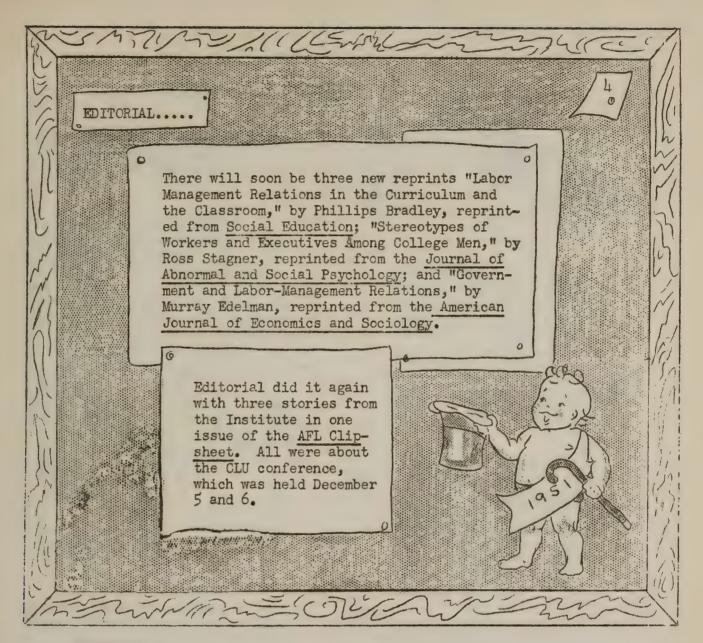
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EXTENSION

Lee Pigage started a class in Paris this week. It is on job standards.

Jack Tucker has two classes in motion and time study. One is for the Westclox union, UMW, District 50 in LaSalle. The other is in Macomb for USA-CIO Local 3510.

The IAM District 9 project is moving along. By Friday 12 sessions will have been completed with 15 business representatives from the St. Louis and southern Illinois area. They have discussed human relations principles and related them to specific aspects of internal union problems of leadership and rank and file participation.

There will soon be the corrustice "laber to Currentles and the Currentles of the Liver and Larent Markers and Larent Markers and Larent There are the design and Rose Larent Territories in the design and Archert Larent Section 1 whether and the design and Territories and Territories and the design and Territories and the addition, I by

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test being and rank and file particulation.

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There will be a meeting of the Institute advisory committee on February 2, at the LaSalle hotel in Chicago.

Murray Edelman participated in a panel discussion on problems of research in Washington, D.C. At the American Political Science association meeting on December 29, Edelman spoke about the advantages and problems of interdisciplinary research. He based his remarks on the employment service study and the Decatur study made by the Institute.



Several Institute members attended the third annual meeting of IRRA in Chicago, December 28 and 29.

Margaret Chandler, Milton Derber, Louis McQuitty, Ross Stagner,

William McPherson, and Don Wray participated in a panel discussion on "A Study of Labor-Management Relations." Bill Chalmers was chairman of the panel.

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Milton Derber took part in the American Management association annual production conference at the Drake hotel in Chicago, December 11 and 12. He was a member of the panel which discussed "Where Will Wages Go in 1951?"

Ralph McCoy will meet in Chicago this month with librarians from the industrial relations institutes of Princeton university, Cornell university, and the University of Chicago to complete work on a consolidated list of subject headings and terms in industrial relations.

Gil Steiner gave a talk on
"The Organization of the New
Congress" on The Library
Presents radio program. It
was broadcast on January 4
over Station WILL. Gil
spoke on the same subject
at the Library Hour on
January 10.

Ralph Bergmann, Bill Chalmers, Herman Erickson, Thelma Fox, Phil Garman, and Ross Stagner participated in a two-day conference on "Preparations for Negotiations" for United Auto Workers-AFL, Region 8, in Decatur, January 4 and 5.

Otto Pragan, director of research and education of the International Chemical Workers union in Akron, Ohio, was here to see John Brumm and Phil Garman on December 28.

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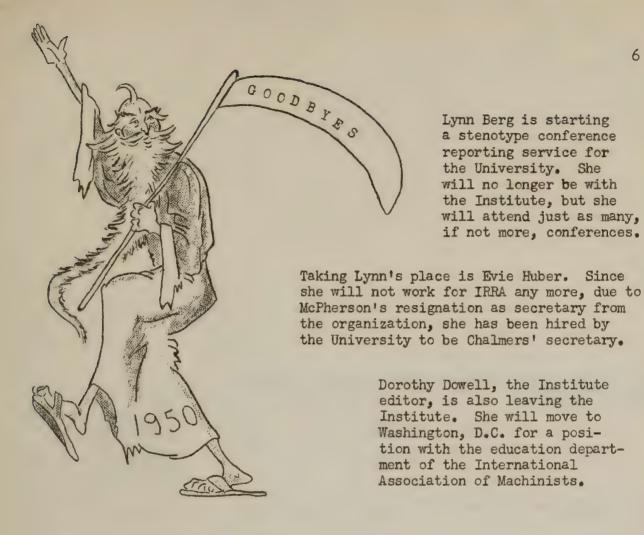
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Jackie Kaldon is moving to Ithaca, N. Y., where her husband will attend Cornell university to do graduate work.

Kay Moller also left the Institute at the end of December. Her husband was transferred to a different district, and they plan to move away from Champaign. Taking over Kay's duties as secretary to Garman is Phyllis Reynolds.

The Steiners are leaving, too. Louise is retiring, and Gil is moving to the University Institute of Government and Public Affairs.

Jack Strickland is also leaving in February. He hopes to move out to the west coast.

Jack Tucker is another one. He will be a production engineer for the Coffing Hoist company in Danville.

To these people we want to say:

We've enjoyed working with you and we are sorry to see you leave. We wish you Good Luck, but we won't say Goodbye-just So Long! Come back and see us soon.

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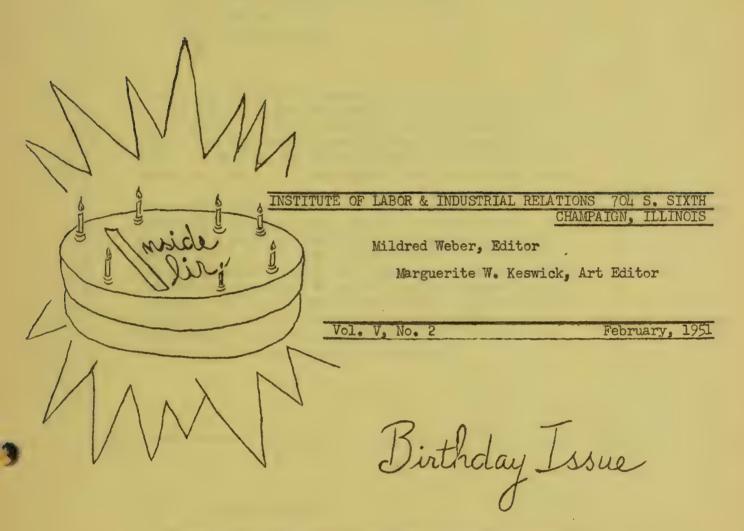
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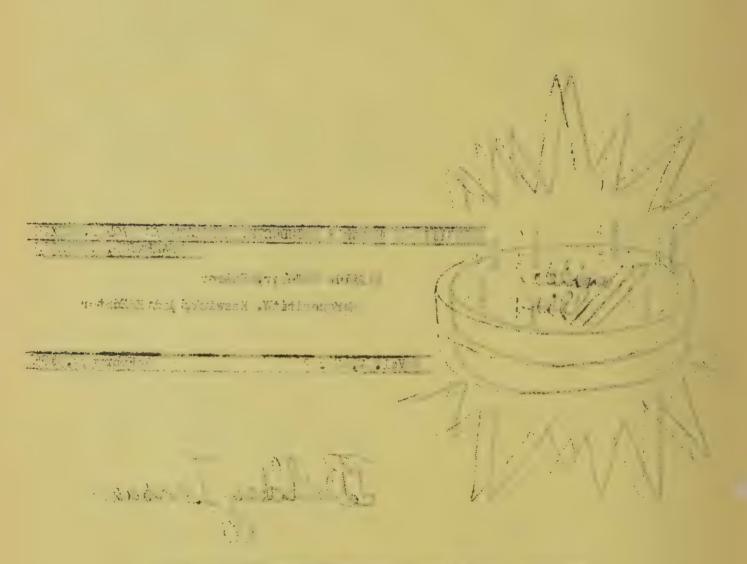
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UNITERSITY OF ILLINOIS



February is a month of birthdays—George Washington,
Abraham Lincoln, and the feast of St. Valentine.

Hearts and flowers to you!



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February 15, 1951

MEMORANDUM

To: Staff, Students and Friends FROM: Inside ILIR RE: DIRECTOR BETTER

Latest report on Bill Chalmers was that he will probably be away from the Institute for about three months. He is now in the Carle Memorial hospital recovering from a heart attack suffered Monday, February 8 at home. At present no visitors are allowed. He is expected to remain in the hospital for about three weeks.

During Chalmers' absence the other members of the administrative group will direct the Institute. Chalmers' course in "Labor Union Organization and Administration" has been dropped from the curriculum for the semester. The faculty council meeting, which was scheduled for last week has been postponed indefinately. Phillips Garman conducted the staff meeting Monday, with the assistance of Murray Edelman and Ross Stagner. Milton Derber was in Washington Monday, but returned to the Institute Wednesday.

STAFF MEETING

The change in the Institute's program to meet the present emergency conditions of the country was the basis of the subjects discussed at the staff meeting the first of the week. A program to expand the information service of the library was discussed. It was also decided that William McPherson might teach a course this summer in wage stabilization.

Pebruary 15, 1993

MEMORANDILM

10: Staff, Students and Friends
FROM: Inside ILIR

Lawest report on Hill Chalmers was that he will probte in the or over from the Institute for about three reptes. He is now in the Carle Heart heapthal recovering from a heart attack suffered kenday, introducing 8 at home, it present no visitous are allowed. He is earnest to remain in the hospical for almost three reux.

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ANOTHER SEMESTER HAS ENDED

Two Institute students received their masters degrees from the University this month. This brings to 19 the total number of Institute graduates. The two are Ram Narayan Rao of India, and Floyd Turner of Tulsa, Okla. Rao is now in training with the United Engineering and Foundry company in New Castle, Pa. He will return to India in April. Turner has returned to his home in Oklahoma and is looking for a position.

.... AND A NEW ONE IS BEGINNING.

Although four new students have entered the Institute, enrollment has dropped from 34 last somester to 25 this semester. Murray Edelman, assistant chairman of on-campus instruction blames part of the drop on the "present uncertain condition of the country."

Edelman also said that steps are being taken to revise the content of Institute courses to place somewhat greater emphasis on labor problems in a defense economy. This move follows a survey of Institute students taken last semester on desired course content.

Two new courses are being offered this semester by the Institute, and one is being dropped. Milton Derber's experimental course is being offered on a non-credit basis. It is called "Labor Relations in Modern Society," and is an attempt at an integrated approach to the study of labor relations. The other new course is "The Labor Market," being taught by John Parrish. This 400 level course will deal primarily with matching manpower with jobs in a defense economy. Bill Chalmers' course was dropped because of his illness.

Four new graduate assistants have been appointed for this semester. They are Mark Ackerman, Ted Anderson, Robert Fox, and Phil Speilman. This brings to 13 the total of Institute graduate assistants, three more than the fall semester. The others are: Walter Allen, Lou Boffo, Forrest Brown, Larry Clark, Jim Jones, Ken Lehmann, Sherm Rosen, Winfield Thake, and Arnold Weber.

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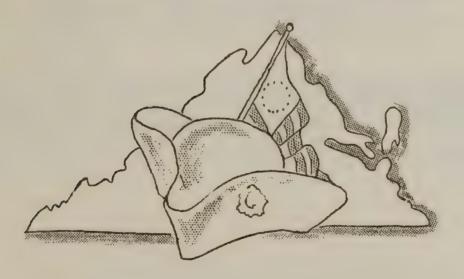
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ADVISORY COMMITTEE MEETS

Suggestions based on adapting the Institute's programs to the national emergency conditions of the country prevailed at the meeting of the advisory committee February 2 in Chicago.

Bill Chalmers, Milton Derber,
Phil Garman, and Murray Edelman met with
committee members to discuss the problems
and possible programs of the research,
campus instruction, and extension areas
of the Institute. The committee members
attending were: Henry H. Bolz, Clinton
Bush, Joseph Germano, Samuel Levin, Col.
John Slezak, and Mrs. Bernice T. Van der Vries.

The committee showed a general enthusiasm for the constructive work of the Institute.



OFFICE CHANGE

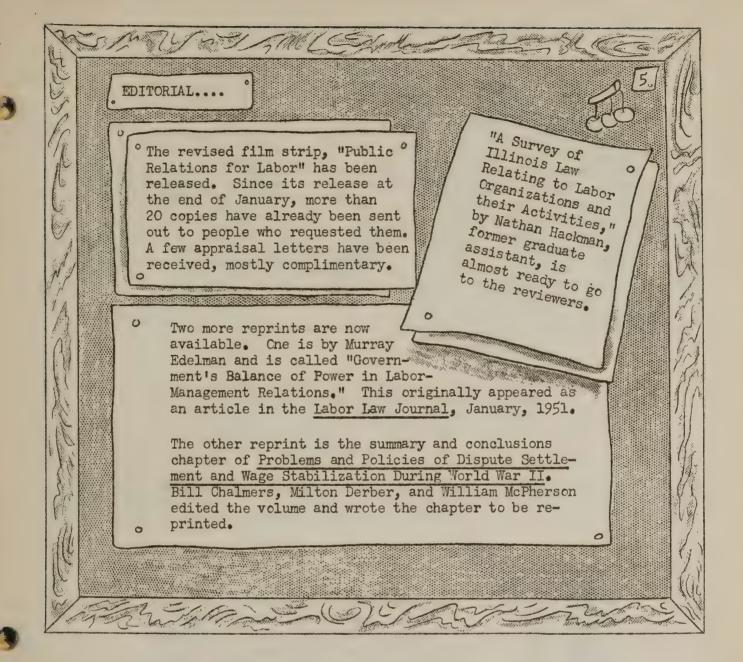
Since the rejuggling of secretarial duties in the front office is complete, here is the change in procedure. If you want a car or any travel information, Beverly Campbell is the one to see. Dar Carroll is now in charge of the budget, internal accounts, and purchasing. These are in addition of their other regular duties. there hased the adapting the control of an adapting the control of the control of

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LIRA

Members of LIRA heard Dorothy Dowell speak at an informal session on January 10, before she left the Institute. The subject of this talk was the labor press. During her broad coverage of all kinds of labor newspapers, Miss Dowell spoke about coverage, readership, advertising, and the labor news services, supplementing her talk with actual copies of the papers.

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TRIPS AND TALKS



William McPherson will return to Germany for about ten days very soon. As vice-chairman of the American group of the joint German-American commission on the integration of German refugees. he is going there to confer with the German group on the final revision of the commission's report and to be available for discussion of the report with the German cabinet. H. Christian Sonne, chairman of the national planning committee of the commission, will make the trip with McPherson. The meetings will take place in Bonn, the capital of Western Germany.

Milton Derber was in Washington, D.C. for a week consulting with the wage stabilization board on a research program. He left Monday, February 8, and returned to the Institute Wednesday.

Earl Wolfe gave the main address at the third annual conference for young adults of the Illinois area Y.M.C.A. on February 11 in Chicago. His subject was "Young Adults in Christian Leadership Today."

RESEARCH

Leona D'Acquisto is our new research assistant. She will do statistical analysis connected with the Decatur project. A graduate of the University of Wisconsin, Miss D'Acquisto is also a veteran of the armed services. She did graduate work in psychology here at the University.

"The Agreed Bill Process in the Formation of Illinois Unemployment Compensation Legislation," a study directed by Gilbert Y. Steiner, former research associate, is almost ready to go to

press. Steiner has been working on the study for the past year.

William McPherson is planning to write an article on the implications to the current emergency of World War II experience on dispute settlement.

He is also planning to do a series of monographs on problems in the area of settlement of labor disputes in the present emergency.

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CONFERENCES

John Brumm and Emmett McNatt participated in a one-day conference on "Health and Welfare Plans in Collective Bargaining" January 9 in Chicago. Sponsored by the Chicago Federation of Labor, the conference was attended by more than 100 persons from AFL unions throughout the city. Brumm and McNatt also helped in planning the conference.

"Making Union Meetings Effectice" was the subject of a two-day conference held February 10 and 11 in East Alton.

Phillips Garman showed the film strip
"Making Your Union Meetings Click!,"
William McPherson spoke at the dinner
session on "Union Problems in the
National Emergency," and John Brumm
talked on "Getting Participation in
Union Activities."

The conference, conducted jointly by the Institute and the University department of speech, was for officers of local lodges of the International Association of Machinists, district 9.

The Institute and the college of commerce are the co-sponsors of a conference on "War-Time and Long Range Issues in Collective Bargaining for Pensions" to be held February 16 to 18 at the Allerton estate. This will be a small invitational conference of about twenty experts in the field of pension plans. It will provide an opportunity to analyze the major controversial issues in the field with special reference to our present defense economy and to give those with different approaches to the pension problem a chance to explain their points of view.

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Herman Erickson has two new classes and another beginning soon. One is in Waukegan, on steward training. It is for the United Paper Workers - CIO, and began January 29.

The other is in Rockford, on the history of the labor movement. It is for the Rockford Federation of Labor, and began February 7.

Cn March 9, Erickson will begin a "Grievance Clinic" for CIO union officers and stewards in the Ottawa-Peru-LaSalle area. There will be two sessions of the class, one in the morning and one in the evening, to enable workers in all shifts to attend. It is under the sponsorship of the CIO Industrial Union council.

All are 8-week courses.

John Brumm is starting a "Grievance Clinic for Union Officers and Stewards" February 14 in the LaSalle-Peru area for the United Steelworkers locals there. The course will deal with the duties and problems of officers and stewards in the union local, paying special attention to causes of grievances and their prevention.

Jack Humes and Homer
Gammill will soon begin
four classes on human
relations factors in
supervision for employees of the
Pennsylvania railroad
in the Chicago area.
These are scheduled
to get under way in
the near future.

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TABLE TIPS



This column is for you who travel and want to know of good eating places. If you have any suggestions, we'll be glad to print them. Perhaps others have not heard of your favorite restaurant. Just send them in to us.

FORREST

For a snack on Highway 47, try Bohanon's near Forrest.

KANKAKEE

Canfield's Cafe just outside Kankakee on Route 45 is a fine place to get "a bite to eat."

ROCKFORD

Bishop's cafeteria is a good allround eating place.

SPRINGFIELD

The Country House is the place for a Smorgasbord style dinner.

STERLING

The Miami Club serves nice, juicy steaks.

Another good place to eat is the dining room of the Lincoln hotel.

STREATOR

The Plumb hotel has very recently opened a new dining room, which is pretty good.

WAUKEGAN

For fish food it's Mathon's.

PERSONALS

Howard Bryan Sosin, son of Mrs. Dorothy Sosin, former editorial secretary, was born January 9. He weighed $5\frac{1}{2}$ pounds.

Rosalie Williams moved into Urbana recently, from Sidney, Ill. Her husband is working for the railroad in town.

Evie Huber took a trip to the University of Wisconsin recently. This was a direct result of the resignation of William McPherson, her former boss, as secretary-treasurer of the Industrial Relations Research association. For two days she helped the new secretary-treasurer there set up his office. Evie and Pat, her husband, drove both ways.

Arthur Steinfeldt, a former student at the Institute, and Mrs. Steinfeldt became the parents of a baby girl, Jan Denise, on December 27. The baby weighed 6 pounds, 15 ounces. Steinfeldt is an air force administrative assistant in Washington, D.C.

Jean Chalmers, daughter of the Director, married Joe Schwartz, a graduate student in art, January 29 in New York city. The young couple visited the groom's parents in Hartford, Conn., before the wedding, and then spent their honeymoon in New York.

Double-18 for Sarah Heskett! She will be 18 years old on February 18.



Howard Bryen Schin, son of Mrs. Derothy Soain, iorder Cultories Soain, forther Cultories S. He western Summary S. He weighed 52 pourus:

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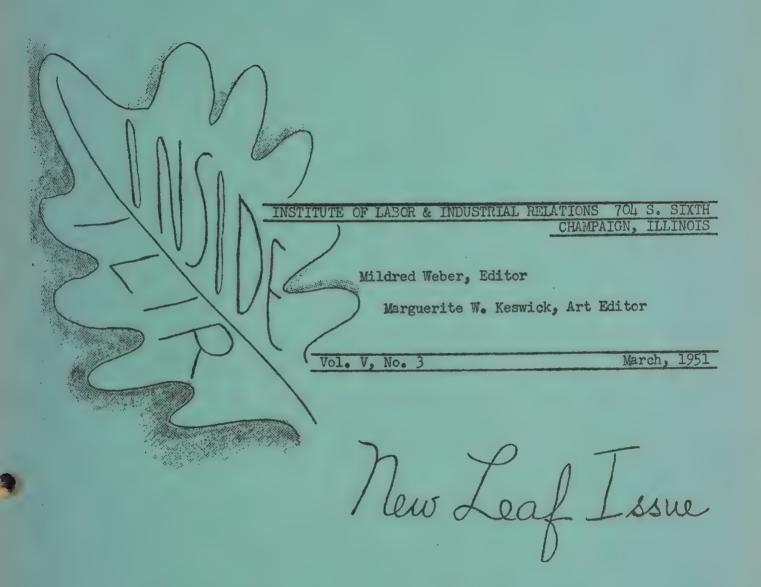
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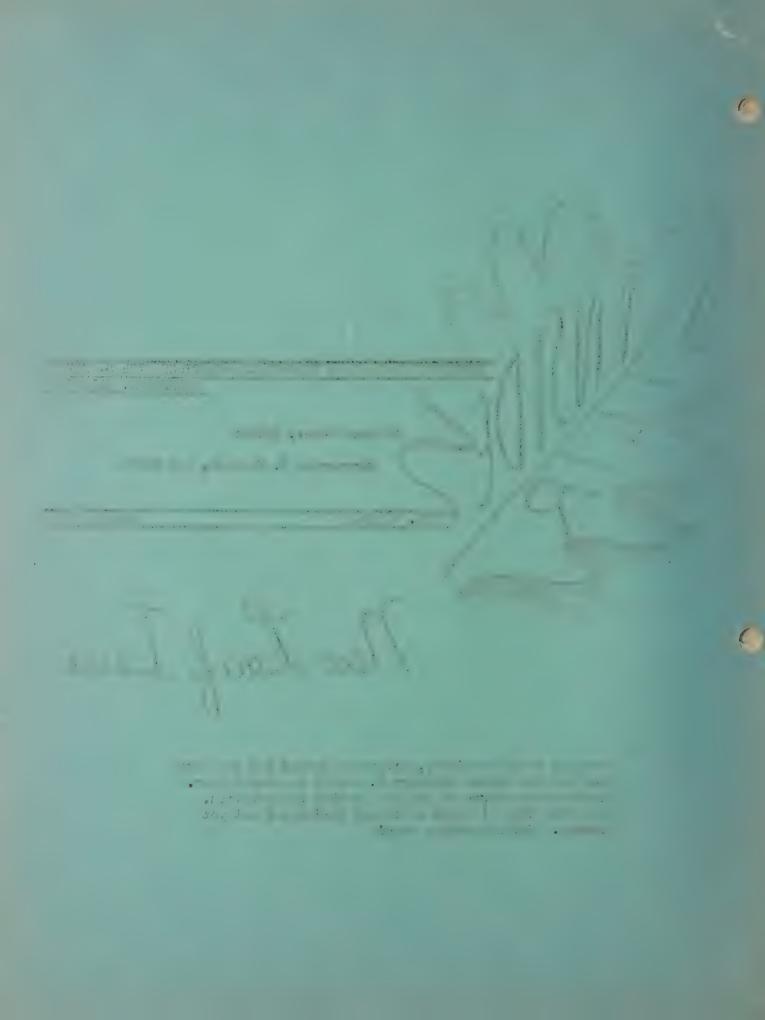
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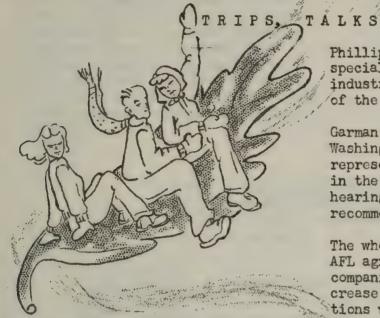


Our six weeks of winter, after the ground hog came out and saw his shadow February 2, should be almost over. Last week we began to believe in this superstition. However, now, it seems as though Spring has not yet sprung. Maybe sometime soon!



THE DIRECTOR'S CORNER.

Bill Chalmers returned home from the hospital on March 1. As yet, he cannot have visitors, but he is expected to soon. His condition is constantly improving, and we hope it continues to do so.



Phillips Garman has been appointed to a special wage panel for the meatpacking industry by Eric Johnston, administrator of the Office of Economic Stabilization.

and

VISITORS..

Garman just returned from Chicago and Washington, D.C. where the panel heard representatives of management and labor in the meatpacking industry. After these hearings the members were to have made recommendations to Johnston.

The whole dispute stemmed from the CIO and AFL agreement with the major meatpacking companies for a nine cent per hour wage increase after the wage stabilization regulations went into effect on January 25. Garman

explained that this wage increase, plus an increase effective last summer, is in excess of the amount approvable under the present regulations.

The other two members of the panel are Edwin E. Witte, professor of economics at the University of Wisconsin, chairman, and Pearce Davis, professor of economics at the Illinois Institute of Technology.

William McPherson left March 6 for Bonn, Germany, to complete work on the joint German-American commission on the integration of German refugees. He expects to return to the Institute not later than March 28.

Ralph Bergmann will give a half-hour talk at 10 a.m. Friday, March 30, on radio station WILL. His subject will be the rise of labor in the U.S. and its relation to American culture.

Bergmann will speak about the importance of wage earners as a group, and the historical growth of American labor unions. He will then discuss the importance of labor unions in our culture today.

This broadcast is part of a series of programs relating to American culture.

The Institute had two visitors recently. Carroll L. Shartle, personnel research board, Ohio State university, saw the Institute at work, and held a discussion of leadership studies at Ohio State. Ewan Clague, U.S. Commissioner of Labor Statistics, was also shown around the Institute. Both men were in Urbana for the University careers conference.

Dr. Frederic S. Piskey, Hungarian journalist social democrat, and trade union leader, will speak at the University at 4 p.m., Thursday, March 29.

Being presented by the Institute, he will talk at an open meeting in the faculty lounge of the Illini Union building. His subject probably will be "Hungary's Place in Stalin's Strategy" or "Conditions in Eastern Europe Before and Since the Communist Encroachment." Don Wray will introduce the speaker.

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LIRA is now affiliated with the Industrial Relations Research association. The executive board of IRRA voted at their 1950 annual meeting to recognize LIRA as a student chapter. This came about as a result of a petition signed by LIRA members last November. Membership in LIRA is open to students of ILIR, alumni on campus, and all graduate students in related subjects.

An election of officers was held at the LIRA meeting, February 22, and the complete slate of officers from last semester was reelected. They are: Arnold Weber, president; Jim Jones, vice president; Forrest Brown, secretary; and Sherm Rosen, treasurer.

* * * * * *

LIRA BASKETBALL

If the LIRA basketball team wins its last game of the season on March 14, it may go into the playoffs.

The season record stands at three wins and one loss, and the lost game was played under protest. LIRA beat the physical chemistry department 41 to 26, Alpha Chi Sigma 43 to 27, and the education department 41 to 38. They lost to the physical education department 57 to 34.

Arnold Weber, Jim Jones, Phil Speilman, Jim Ransom, and Ted Anderson are the team members. Larry Clark is their "interested spectator and advisor." Leading scorer of the team is Ted Anderson, averaging over 20 points in every game.

Leading cheerleader is Mrs. Anderson, who attends every game. Anyone may attend these games. The next and crucial game of the series is Wednesday, March 14 at 7 p.m. in the Men's Old gym on Springfield avenue and Wright street.

THE LIPA BASKETBALL TEAM

invites YOU to attend its BASKETBALL GAME

LIRA vs. NAVY

7 p.m. Wednesday, March 14 Men's Old gym Springfield avenue and Wright street Champaign

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An election of officers was held at the Lift meeting, between 82, and the complete slave of officers from last temperary was restricted.

Jim Jones, vice president; Formest Brown, secretary; and Scern Resentioned

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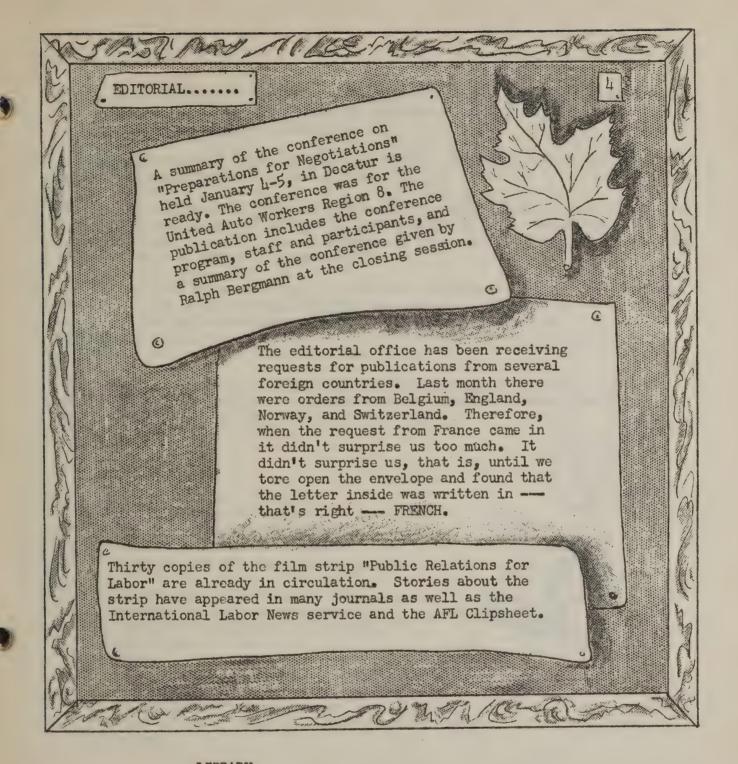
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LIBRARY

Ralph McCoy joined the University library's "best seller" list with his occasional paper "Labor Management Relations and High School Pupils; A Survey of Communications Behavior." Demand for his paper tops the list of some 20 occasional papers issued to date. Helping raise his total were bulk orders from union groups. Mark Starr, labor educator and education director, International Ladies Garment Workers' union ordered 100 copies.

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CONFERENCES

In the first meeting of its kind, 30 experts from unions, management, and public groups met here recently to analyze the "War-Time and Long Range Issues in Collective Bargaining for Pensions,"

Phillips Garman, William McPherson, John Brumm, and Emmett McNatt participated in the conference, which was held February 16, 17, and 18 at the Allerton estate.

The specialists centered their discussion on the significance of pensions as an answer to the problems of old age in industry, the place of industrial pensions in the national economy and in relation to a total social security program, and the importance of actuarial soundness.

In addition, the discussion touched on a wide variety of problems involved in planning, financing, and administering the pension programs which have been established by union-management collective bargaining. War-time problems of taxation, mobility of labor, extension of coverage, reserves and investments, as they affect pensions, were also considered.

While the conference did not aim at reaching agreement on "solving problems," the discussion brought forth a clarification of the major issues and reached a considerable degree of consensus on many phases.

ILIR is joining the college of engineering in conducting the Fourth Annual Engineering Institute of Industrial Safety March 13 and lh at the Illini Union.

This institute was planned to provide up-to-date safety information for industrial engineers. A safety problem clinic is one of its features.

Phillips Garman will lead a session in "Industrial Relations Factors in Safety," and John Humes will conduct one on "Ways of Influencing Human Behavior."

> John Brumm will show the Institute film strip "Public Relations for Labor" at a city-wide CIO conference in Chicago, April 7. Other Institute staff members may attend.

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Bill Schaffrath began a "seminar on human relations in hospital supervision" for supervisors, nurses, and attendants at the Manteno state hospital March 1. /In this class problems actually confronting students in their present positions are being taken up and studied in detail. General topics of study are: ward management; training methods and giving orders; maintaining good morale, interest in work, and cooperation among employees; and dealing with grievances and personal problems of employees. The seminar will continue for eight weeks.

John Brumm is starting a training class for union officers and stewards of United Steelworkers local unions in Granite City, East St. Louis, and Alton area. Methods of running an efficient and democratic union, setting up a local education committee, human relations problems, and handling of grievances and other shop problems will be emphasized. The course begins March 22, and will continue for eight weeks.

THROUGH THE MAIL....

EXTENSION

A letter from Ed Phillips, former assistant professor of labor and industrial relations and extension, writes that he changed jobs. He is now with the Federal Mediation and Conciliation service, where he is in training prior to receiving a permanent assignment.

"I would guess that the work will be much more of a 'live' nature than that which I am now doing in PC," he writes. Phillips left the Institute in October to join the research staff of the Wage and Hour and Public Contracts division of the Department of Labor in Washington, D.C.

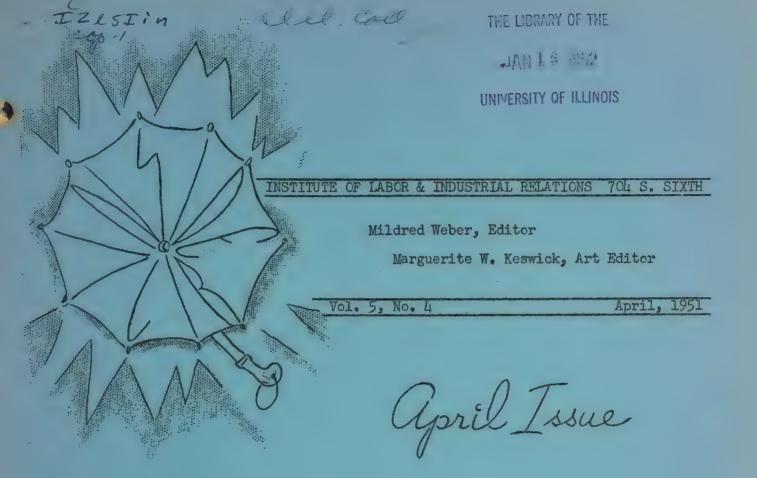
ANOTHER CHANGE

Mrs. Lucille Turquette is taking Mrs. Darlene Carroll's place as supervisor in the clerical office. Mrs. Turquette came to Champaign-Urbana in 1945. Her husband is an associate professor of philosophy. Before coming to the University of Illinois, the Turquettes were at Cornell university, where Lucille held positions in the vice president's and the counselor's (deam of Women's) offices.

Mrs. Carroll is retiring from work. She has been with the Institute since May 1, 1949. Before coming here Dar held various positions in other parts of the country, including one with the U.S. Air corps during the war, and one with the Bell Telephone company.

Since Mrs. Turquette is not yet familiar with the handwriting or differences in typewriters of the various members of the Institute, it would be appreciated if everyone bringing work into the front office would identify it clearly, and write down any specific instructions they may have.

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GROWING UP

After days of planning, stacking, pounding, and moving, our expanded library is about ready. It is more modern, more streamlined, and BIGGER.

Jack Tucker's former office has been incorporated into the library space. The study tables have been rearranged to provide more space and an atmosphere conducive to study. This remodeling also provides 40% more space for books, and it is hoped that there will be better cross ventilation to make it more comfortable for those in the library. The new arrangement allows easy circulation, too, and now the library can be entered from either side of the Institute.

All in all, the objective seems to have been reached—that of "more space for books and people."

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AROUND THE INSTITUTE

DIRECTOR'S CORNER

Director Chalmers is reported to be recovering very rapidly. Mrs. Chalmers says he has been going for short walks and is allowed to climb a few stairs at a time.

Bill Schaffrath is leaving the Institute on May l. He is going to the Johns Hopkins hospital in Baltimore, Md., where he will be assistant to the director and director of personnel. His duties will include such things as hiring personnel, training, and salary administration.

Schaffrath was one of the first members of the Institute. He came here in September, 1946 as assistant professor of labor and industrial relations and extension. Before that he taught at Cornell university, the University of Kansas, and Alfred university. His experience also includes five years in the U.S. army air forces, where he rose to the rank of major as a squadron and group intelligence officer in the southwest pacific theater.

There has been a change in the filing system for general correspondence. Correspondence of the editorial office and of the library are now filed separately from that of the secretarial office. This was done to simplify the filing and pulling of correspondence for all three groups concerned.

"The House of Labor," a new book on the internal operations of American unions, is now available in the Institute library. The book includes a chapter by John Brumm on "Unions and Health Insurance."

The article tells about early health benefits for workers; new features of today's union plans; factors explaining the new development; two approaches to health insurance; characteristics of union plans; problems confronting unions; and how unions meet these problems.

Also contained in the book are chapters written by many union and educational leaders.

Rosalie Williams, secretary in the library, has left the Institute. She will have to rest for at least a month while recovering from the flu. Rosalie has been ill for several months, and had to stay away from work periodically until March 23, when her most recent illness forced her month's rest.

She came to the Institute in January, 1950. Last June she was promoted from junior to senior clerk-typist. Ralph McCoy as well as the rest of the Institute staff feels that it will be hard to replace anyone as conscientious in her work and as helpful to everyone as Rosalie has been. We all hope she has a speedy recovery.

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ST. LOUIS PROJECT

Lloyd Weber, chief business representative, district 9, International Association of Machinists, was here Monday to talk about the St. Louis joint extension-research project.

He discussed with Milton Derber, Phil Garman, John Brumm, Thelma Fox, Ralph Bergmann, Raye Hudson, and Arnold Weber the possibility of a survey of the membership of the union. This will provide a service to the union and will also provide information for the Institute research study on labor institutionalism, on which Raye Hudson and Bergmann are working. They talked over some details as to how the survey will be integrated into the project.

Brumm and Thelma Fox have been conducting a leadership training institute for 12 business representatives and 13 organizers of the union since the spring of 1950. In these bi-weekly classes they have been teaching the basic principles of human relations. Techniques have been introduced for getting participation from union members in order to build a stronger union. Garman and Louis McQuitty have on occasion appeared before the class as guest speakers. Arnold Weber is the observation-recorder for the group.



While he was here, Lloyd Weber spoke at a meeting sponsored by LIRA. His subject was "Collective Bargaining Principles and Strategy From a Union Point of View." Weber has had ll years experience as business representative of the union in the St. Louis and southern Illinois area.

Next Monday, April 18, Walter Allen will speak on his experiences as organizer for the United Brotherhood of Carpenters and Joiners of America. He held this position before coming to the Institute as a graduate assistant. Anyone may attend the meeting.

The LTRA basketball team lost in the semi-finals on March 28 to the University business office.

After leading at the half 18 to 9, our team dropped the game 35 to 31. One of the reasons suggested for the loss is that the leading scorer had too many waffles just before the game.

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The next publication in the reprint series will be ready soon. It will be Reprint Series number 10, "An Interdisciplinary Approach to the Study of Labor-Management Relations."

The paper was written by staff members of the Institute including W. Ellison Chalmers, Milton Derber, Ross Stagner, Margaret Chandler, Louis McQuitty, and Don Wray.

It analyzes the difficulties and the contributions of interdisciplinary cooperation by focussing on a specific research project, the Decatur project, and includes sections on "The Conceptual Framework," "The Conflict-Cooperation Continuum, " "The Measurement of Economic Status," "The Extent of Union Influence Continuum." "The Isolation and Measurement of Variables Derived from Descriptions of Good-Bad Labor-Management Relationships," "Conceptual Aspects of the Community Setting of Industrial Relations," and "Distinctive Characteristics and Problems."

A mimeographed version of this paper originally appeared last December. It was distributed at the Industrial Relations Research association convention in Chicago, where its authors talked in a panel discussion about the sections they wrote.

Jack Strickland's
bulletin on joint
union-management safety
committees and Louise
Steiner's bulletin on
recent trends in occupational disease legislation are both on their
way to the printers.

John Brumm has revised his bulletin "Health Programs in Collective Bargaining." It will be available within the next few weeks.

Number 9 of the Reprint
Series, "The Summary and
Conclusions Chapter of
Problems and Policies of
Dispute Settlement and Wage
Stabilization During World
War II," is available now.
It was written by W. Ellison
Chalmers, Milton Derber,
and William McPherson, the
editors of the book. This
was erroneously reported as
available in an earlier
issue of Inside ILIR.

Leland Myers is our new editorial assistant. He will work in the editorial office half time; the other half he will spend as a senior in the University school of journal—senior in the University school of journal—ism. Myers has worked on daily and weekly newspapers before. His father, J. D. Myers, is editor of the "Progressive Mineworker" in Springfield.

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ILLINOIS STATE EMPLOYMENT SERVICE

Murray Edelman has completed his draft of the ISES study. This brings to an end two and one-half years of planning, interviewing, coding, chart-making, and writing.

In 1948 it was decided that a study would be made of the role of the public employment offices in the community. To begin the study, Murray had talks with state and federal employment service officials. Then there were pilot interviews with employers in Champaign-Urbana, Danville, Bloomington, and Herrin. Some job applicants also were interviewed to get their point of view. Altogether, he talked to about 75 people.

From these interviews certain hypotheses were drawn up.
Murray and the rest of the research staff went ahead with
these in mind. They decided to analyze the factors that
influence the role of the ISES and other hiring and job
seeking methods.

To do this, they chose eight Illinois areas—Chicago, Bloomington, Champaign, Danville, East St. Louis, Herrin, Mattoon, and Peoria. They studied not only the immediate metropolitan area, but the entire area served by the local employment offices.

Interviews Begin

Murray went to these areas with Betty Swoboda, Paul Kliger, Nathan Hakman, Irving King, and Urla Golden, all former staff members. In each area they talked to the manager of the local ISES office and a few staff people to find out about the local labor market. They got data on local office placements, applicant registrations, job orders, etc.

Then they talked to a random sample of employers. In Chicago there were about 100 in the sample. About 30 employers were interviewed in each of the other areas. They also talked to representatives of trade unions, usually the business agent, president, or officers of district councils.

They interviewed representatives of civic agencies interested in placements. These included social non-profit organizations such as the Illinois Veterans association, Chamber of Commerce, township supervisor, school officials, Knights of Columbus, Salvation army, Urban league, Jewish Vocational service, and representatives of the Council of Social agencies.

Codes and Tables

After all the interviewing was completed, a code for tabulating the data was invented. That's where Jasia Banerjee came in. She helped with the coding. Then Leonard Staugas punched these codes on IBM cards and they were run through IBM machines. The result was numerous tables. These tables were consolidated for analysis and in order to group the meaningful items into significant percentages.

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Betty Swoboda made preliminary drafts of some chapters. Then Murray wrote the report of the study. It includes 12 chapters, 103 tables, which show mainly the use of various hiring channels by employers and the attitudes of employers toward these channels. Also, three appendices tell of the development and organization of the ISES, the hiring practices of very large non-manufacturing firms (over 1000 employees) in the Chicago area, and the findings of the Crab Orchard study done by the Institute in 1948.

Conclusions

From all this, several conclusions were made. One is that for the public employment services and other formal hiring channels there is some, but not much relationship between the stated attitudes of employers toward the channels and their use of them. Some surmise, without actual experience, that they will not be able to get the types and skills they want through the services.

It was also found that there is no relationship between attitudes toward unemployment compensation and willingness to hire through public employment offices. The fact that employers are not favorably disposed toward unemployment compensation does not limit the use of the employment service. Some factors that decide whether or not the public employment services will be used are: the distance of the firms from the service, the size of the firm (the largest ones use them more than smaller firms), and large changes in the amount of local unemployment.

Informal Channels

The most widely used channels in all communities are the informal ones—direct hiring and recommendations of employees and friends. Employers use formal channels as devices for supplementing their manpower needs when informal channels fail to meet them. Almost all who do hire from public employment services do so for less than one-third of all their workers and typically for unskilled or semiskilled workers only.

Unions are most likely to refer people to jobs if skill is required, if the union is strong, or if employment in the industry is highly unstable. Very secure unions like the United Mine Workers in the Herrin area typically do not, however. Most employers who use union referral have to by written or oral agreements, but they are in general quite satisfied with them.

Here we have attempted to show you the life of a research project—how it began, the steps through which it went, some of the conclusions that were drawn. Now it is virtually completed, and will soon be available for all to read as an Institute Research Report.

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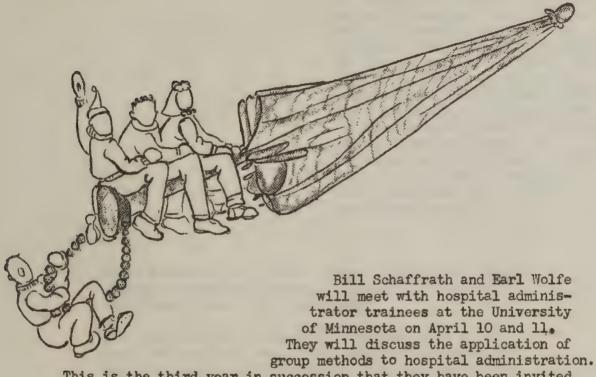
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John Brumm participated in the program of the sixth annual conference and banquet of the CIO in Chicago, April 7. He showed the Institute film strip, "Public Relations for Labor," and took part in a panel discussion on the same topic. Don Hoyt and Herman Erickson also attended the conference.



This is the third year in succession that they have been invited to talk before this group of graduate students in hospital administration.

Wolfe will remain at the University there to attend the annual Industrial Relations conference on April 12 and 13.

W. Baldamuz of the University of

W. Baldamuz of the University of Birmingham in England, recently visited the Institute.

Baldamuz is a member of the faculty of the commerce and social science sections at Birmingham. He is interested in interdisciplinary approaches to the social sciences. John Brum participated in the p

John Brumm participated in the program of the spril ?. He showed the Institute film strip, "Fublic it is the conference.

Bill Sebesffrath and Sarl Welle
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W. Baldsmuz of the University of Wirmingham in England, recently

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EXTENSION

Lee Pigage is conducting a class in motion and time study in Danville for United Auto Work-

ers-AFL, local 914. During the 12 weekly sessions, the class members will

practice taking motion and time studies, and will learn how to use movies, stop watches and observation sheets. The first class meeting was March 27.

* * * *

The Institute is joining the University Department of Speech in presenting a course on Parliamentary Procedure for the United Auto Workers-AFL, region 8 in Decatur. The class will be taught by King Broadrick, assistant professor of speech. Some of the topics to be taken up include the art of running a meeting, duties of the chairman, order of business, proper form of motions, and constitution and by-laws. There will be eight weekly meetings of the class. The first one is scheduled for April 12.

Eight members of a class in human relations and supervision received certificates of completion from Bill Schaffrath, April 3, in Waukegan.

The class was for executives and supervisors of Cooperative Trading, Inc. Class members discussed the
need for job analysis, including analysis for supervisory jobs; the need for training and how to do it;
and methods of improving morale, cooperation, and
teamwork. They made an actual study of their supervisory jobs with a view to simplifying them. At the
last session of the class members outlined practical
steps which they could put into practice at once on
their own jobs. This was an eight-week course.

CONFERENCES

The third in a series of conferences for business representatives of the United Auto Workers-AFL, region 8 took place March 29 and 30 in Decatur. "Negotiations with Employees" was the subject.

Thelma Fox took charge of two sessions of the conference. Others from the Institute who participated were Phil Garman, Ralph Bergmann, Herman Erickson, and Earl Wolfe.

Wage stabilization, dealing with management representatives in contract negotiations. adjustment of union and management goals and attitudes, and the role of government were some of the subjects discussed.

The first two conferences in this series were on human relations and preparations for negotiations. Plans are being made for another conference this summer. It probably will be on grievance handling.

Noe ligne is commoting a class in motion and time staly in desville for United Acto Work-ens-AND, local Sin. Dering the 12 weekly sessions, the class members will practice toming motion and three shudies, and will haven how to use movies, stop watches and observation sheets. The first class macking was macking was macking was macking was macking was macking.

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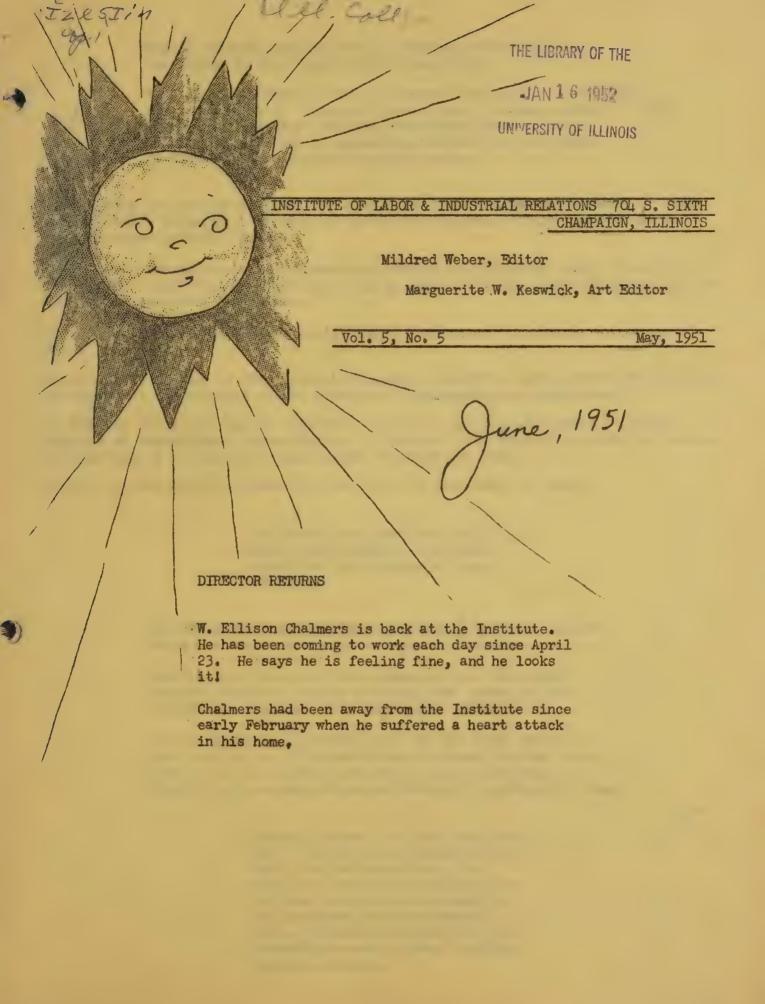
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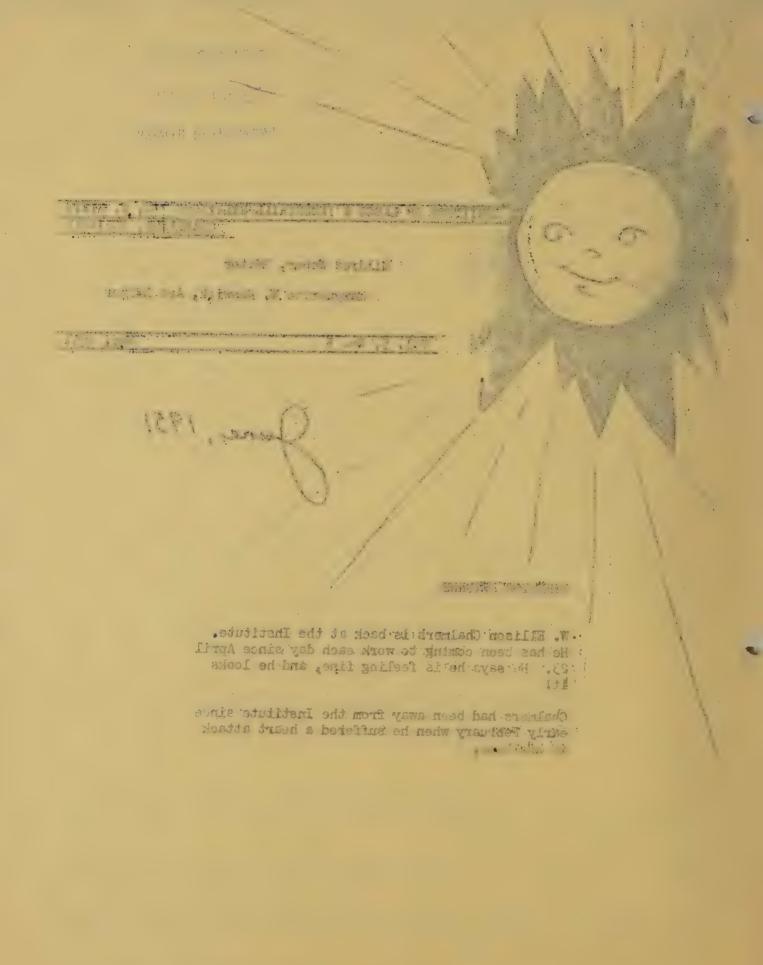
series of conferences for business representatives of the United

dealing with management representatives in contract negotiations.

I union and management goals and archivdes, and the role of government

in this series were on himse-relations and preparations of the archest conference tile summer. it





Morris Horowitz spent a week in Washington recently as consultant to the Wage Stabilization board.

He has been granted a leave of absence from the University until September 1. This will enable him to become section chief, National Case division, Wage Stabilization board. He will be in charge of preparing analyses on cases heard by the national wage stabilization board.

Dick Wilcock is joining the Institute staff June 15 as assistant professor or labor and industrial relations. He will be doing research work here in labor economics studying wages and employment.

Dick came to the Institute as a research assistant in September, 1948. From 1949 to 1950 he had a half-time assistantship, and in 1950 to 1951 he had a University fellowship in the economics department.

Dick has just completed his doctorate thesis. He expects to receive his degree in June.

The thesis is a study of "The Illinois Economy, 1940-1950: with particular reference to historical and probable future patterns of employment and unemployment."

He did this 225 page study in cooperation with the Illinois Department of Labor, Division of Unemployment Compensation. It was part of a project to study the adequacy and solvency of the Illinois unemployment compensation fund.

It will be published this summer by the Illinois Department of Labor.

Sol Levine has taken over Bill Schaffrath's duties as placement counselor for students of the Institute.

Lee Pigage has been awarded a fellowship to do an original study for the Foundation for Economic Education, Inc.

He will spend six weeks this summer at the Caterpillar Tractor company in Peoria studying "the impact of job evaluation techniques on a production group."

Lee received the fellowship from the New York Foundation as a part of its College-Business Exchange Program. Several firms cooperate in this program to allow University professors to learn more about industries by working with them.

> Leonard Staugas left the Institute May 1. He is now in charge of the work done for research at the University tabulating office. Len had been a research assistant at the Institute since September, 1949. He had a major part in the statistical work on many Institute research studies.

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BOOK NOTE

The summary and conclusions chapter of Problems and Policies of Dispute Settlement and Wage Stabilization During World War II, which was written by W. Ellison Chalmers, Milton Derber, and William McPherson, will be included in a new book.

The book is a collection of readings on the economics of war and defense, being put together by Donald H. Wallace and Lester Chandler of the Woodrow Wilson School of Public and International Affairs at Princeton university.

It will consist of three main divisions—wartime economic mobilization, wartime economic stabilization, and the economics of a limited defense program. summary by Chalmers, Derber, and McPherson will be in the wartime economic stabilization section.

The book will appear next fall.

Since his return from Germany, William McPherson has given several talks.

He spoke at an open meeting presented by LIRA Tuesday, May 15, in the faculty lounge of the Illini Union building. Subject of his speech was "The New German Experiment in Labor Relations."

McPherson also spoke at an Economics Faculty seminar April 13 on "Economic Problems and Policies in Germany."

On May 2 he addressed the University of Illinois Women's club. His subject there was "Germany and our International Relations.

He is also writing an article on "The Codetermination Issue in Germany."

The Institute picnic is Sunday, May 20.

It will be at Lake of the Woods, north of highway 150, between Champaign and Mahomet. It will begin at ll a.m. and last until.

Bring your own lunch. Beverages will be available on the picnic grounds.

Being sponsored by LIRA, this picnic is for Institute staff members, students, friends, wives, husbands, and children. Bring as many of each as you have.

Post cards were sent out by Jasia Banerjee, who is handling all arrangements for the picnic. Rides will be found for those who do not have available transportation.





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ST. LOUIS PROJECT

Milton Derber, Thelma Fox, Raye Hudson, Ralph Bergmann, and Don Hoyt took a trip to St. Louis the week of May 7.

This was the first such trip in connection with the St. Louis joint extension-research project. The group talked with Lloyd Weber, chief business representative, district 9, International Association of Machinists, and other business representatives of IAM locals in St. Louis.

In the last issue of Inside ILIR we told you something about the extension part of the project. Now, here's the research part.

Labor Institutionalism

Last fall the Institute began a new long term research project on labor institutionalism—the study of the internal functioning of unions. Raye Hudson and Ralph Bergmann are directing it.

To approach this field, they decided to study the decision-making process. This they planned to do by observing unions in action and by intensive interviewing of union members.

In developing the basic framework for the project, each made a specialized study. Raye concentrated on the leader-follower relations, and Ralph worked on the division of functions between the national and local union as these subjects related to decision-making. These were in the main part a perusal of the available literature on these subjects.

IAM Attitude Survey

Then the St. Louis survey came in. Union officers of the IAM in the St. Louis area want to find out the attitudes of their members toward the union. As a result of work done by the Institute extension staff with them, they suggested that the Institute conduct this research survey.

Although the attitude survey is not directly aimed at providing material on decision-making, the situation makes it possible for Raye and Ralph to conduct a corollary study which will concentrate on the decision-making process.

From the 21 locals in which the service study will be made, Raye and Ralph will select two or three local unions in which to study the decision-making process. They will do separate interviewing of members of these locals and attend union meetings as well.

Questionnaire Planned

While in St. Louis, the group decided on the subjects of the questionnaire. They are going to pretest the questionnaire with the members of two IAM locals. After this they will revise the questionnaire, and go into the full scale study.

The group visited Washington university while they were in St. Louis to make arrangements for interviewers from the area to help with the Institute study.

After this survey is completed, Raye and Ralph will study the decision-making process of other unions. This is the beginning of a long term research project.

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Labor Institutionalism

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Sol Levine has submitted his doctorate thesis to the Massachusetts Institute of Technology and expects to get his degree in June. The thesis was on "Union-Management Relations and Technical Change." This 450 page study is based on field work on several textile mills in the New England area.

Ruth Bender plans to receive her degree and leave the Institute in June. She will spend the summer in Europe.

Ruth will leave July & from Montreal on board the SS Canberra, a Greek ship. Her trip will include Paris, Venice, Rome, Florence, Zurich, and Edinborough and London, where the Festival of Britain is taking place. Accompanying her will be Muriel Schulman, radio programmer assistant at WILL.

Ruth finished her thesis this spring. It was on "A.F.L. Political Action in St. Louis, Missouri."

The study centers on the relationship between A.F.L. political action and political parties in the city.

Major emphasis is placed on activity since the enactment of the Taft-Hartley Act.

When she returns to the U.S. in September, Ruth hopes to obtain a position either in union or government work in the St. Louis area.

She has been with the Institute since the fall of 1949. She came here as a graduate student, was awarded a graduate assistantship, and for the past year has been a research assistant.

Evelyn West has moved from the clerical office to the library, where she has replaced Rosalie Williams as stenographer. Evelyn has been with the Institute since June, 1949.

Rosalie left last month because of illness. She had been here since January, 1950.

Jean Raney is our new stenographer in the clerical office.

She was married in her home of Loogootee, Ind. April 14 and then came to live in Urbana. After her graduation from business college, Jean held an office position in Vincennes, Ind.

Her husband is an air force corporal stationed at Chanute Field.

Sarah Heskett is leaving the Institute May 18. After a summer vacation in International Falls, Minn. and Canada, she plans to enroll as a freshman at a college in the Midwest. She will major in physical education.

Sarah has been in the clerical office of the Institute since last August.

Ruth Bender plans to receive her degree and leave the Tastitute in June. She will spend the sugment

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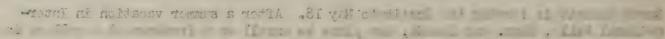
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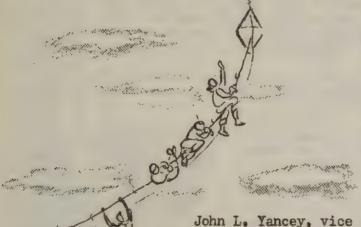


Several staff members are planning to attend the spring conference of IRRA May 18 and 19 in Cincinnati, Ohio.

Bill Chalmers is organizing a meeting for May 18 of directors of industrial relations institutes from all parts of the country.

Phil Garman will be chairman of a discussion panel on "Training Stewards for Industrial Relations" on May 18. Panel members will compare techniques and problems of steward training. Particular emphasis in the discussion will be placed on the problems arising from the current defense program.

Milton Derber, William McPherson, Murray Edelman, Ralph Bergmann, John Brumm, and Sol Levine are among those planning to attend the conference.



Don Hoyt is going to Chicago Friday, May 18, to set up an exhibit for the AFL Union Industries show. The show will consist of exhibits and entertainment jointly provided by union and industry groups. The special Institute exhibit will be part of the Illinois State Federation of Labor's display. It will be up throughout the show, which lasts through May 26.

John L. Yancey, vice president of the United Transport Service Employees, visited the Institute recently. Yancey is now a member of the CIO committee which is organizing government white collar employees.

Dr. Louis Guttman, Director of Public Opinion Studies for Israel and leader in the development of the statistical scaling theory, visited the Institute May 1.

He discussed with staff members statistical problems and approaches in the Institute.

Herman Erickson attended a special conference in Columbus, Ohio, May 13, 14, and 15 to form a new national adult education association. The new organization will represent an amalgamation of the American Association for Adult Education and the Adult Education division of the National Education association.

Lee Pigage took part in a Job Evaluation institute at the University of Wisconsin, May 15 to 17.

He led a panel discussion on the point system of job evaluation Wednesday, May 16. This conference was one of the University of Wisconsin's Industrial Management institutes.

Phil Garman spoke at the Eighth Safety conference of the Fort Wayne, Ind., Chamber of Commerce, April 25.

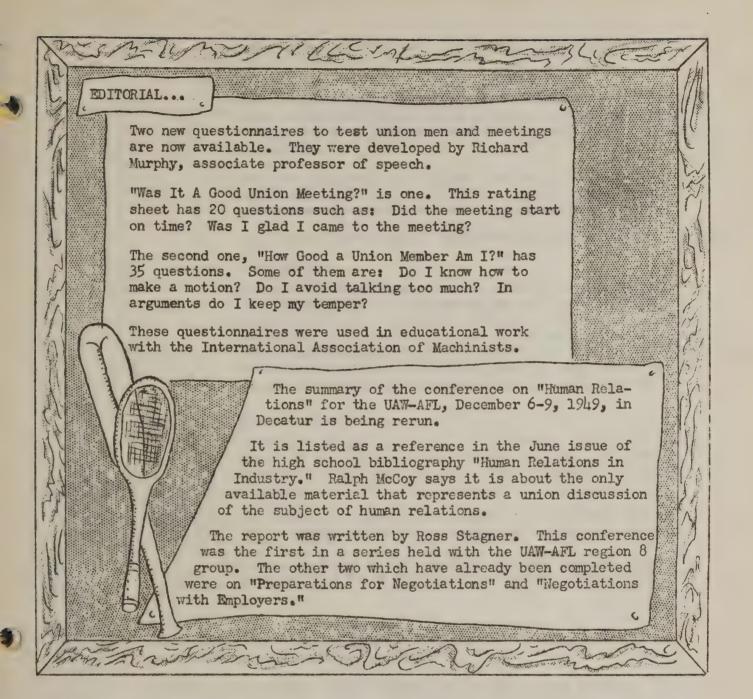
In his talk on "A New Look in Industrial Safety," Garman discussed factors of labor management relations in safety problems.

Phil Garman and Herman Erickson attended a twoday conference of the American Labor Education service in Chicago, April 14 and 15.

The conference was entitled, "How to Make International Affairs Come Alive for Local Union Members."

fly will have to somerstand the spring conference of Takk May 18 " " mors is organizing a meeting for may i titutes from all parts of the country. and the second of the second o The second will be the second with the second secon The second of the superior and the first will be seen as the second of t the state of the s The termination of the conference. Don Hout is going to Chicago Briday, May 10, to set up an exhibit for the Aft Union Endristries show. The show metro bus addidate to Jeken o litw toing yd bebiverg virtief, inemnied In Jusq od iliw dididre eduliteni the Illinois State Pederation of Labor's display. It will be up decomposit the show, which laste through May 26. John L. Yansey, vice president of the United Transvert Service Employees, visited the Institute recently. Yearey is new a member of the CTO consittee which is organishing Lee Pigage took part in a Job Tvalua-For and hampenshoot with the first the things The second of the second of the second i in the state of theory, visited the Institute system of job evaluation Wednesdays 4 1 7 1 May 16. This conformer was one of stelles than for fatorally of the differently of Wesconsin's Indusare a trained for the forther forther days · Contract of the second Phil Corman spoke at the Enghish The second of the second of the second Safety conference of the Fort Tapme, y and a second second Ind., Chamber of Commerce, April 25. for the same a region of the beauty of wan sift anoth. the new In his talk on "A lien book in In--silems as Jone seemath demand a nitrate transfer and politically and have been after and the second second second - James Janes Brid Bill II in safety problems." of the National Education 4. . . : and Herman Erickson attended a twounfitoentia madat and the second of the all the ple mayor , " entitled, "How to Make Interna-Alive for Local Union Meshers.

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PROPOSED CONFERENCE

Don Hoyt went to Chicago May 11 with Ted Peterson of the school of journalism.

They attended the meeting of the International Council of Industrial Editors to talk to these editors about a proposed University conference on employee publications.

Phil Garman, Earl Wolfe, Peterson, and Hoyt are working on the conference. Tentative plans are to study how employee publications fit into company communication systems and how they can help these systems work.

In Chicago, Hoyt and Peterson talked to several people who seemed to favor the idea of this conference. Among these was Clement E. Trout, from Oklahoma A & M college. Several different conferences on employee publications have already taken place there. Trout was so enthusiastic about the idea of the proposed Institute conference that he talked of holding a similar one in Oklahoma.

Two new questionmaires to test union men and meetings
"Was It A Good Union Meeting?" is one. This rating
on time? Was I glad I came to the meeting?
The second one, "New Good a Union Member Am 1?" hour
35 ovestions. Some of them are: Bo I know how to
make a metion? Ho I avoid telking the meen? In
expanents do I we p my temper?
These questionmatines were used in educational and work
with the International Association of Wednards.

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Earl Wolfe has three new classes with management groups.

STREATOR

One is on Adjustments in Industrial Relations for department heads of Owens-Illinois Glass company in Streator. This is a follow-up of a program started a year ago with these department heads.

O They are studying such things as multiple pressures on each management person on every level, problems of informing employees, and development of leadership in supervision.

Last year's class was on Industrial Relations in Supervision.

ROCKFORD

On April 25 Wolfe began another class in Rockford. This is for supervisors of the Anderson Brothers Manufacturing company. They are concerned with the relationships between management and workers and also relationships between management in different areas. They are especially interested in developing the right status for each person. Title of the course is Problems of Human Relations in Supervision.

ROANOKE

Another of Wolfe's classes is in Roanoke. It is for supervisors of the Ulrich Manufacturing company. This company is especially concerned with the ethical standards in its management and with group procedure in management.

The course is entitled Industrial Relations Problems in a Small Plant. It has been running through April and May.

O Another class with this company is scheduled for the fall.
This one will be on developing conference procedures.

0

Lee Pigage awarded certificates of completion to members of his class on job standards in Paris, April 30.

A production manager, five foremen, and a high school teacher finished the 16-week course. They studied the means and techniques which can be used to establish job standards both in the office and in the factory. A study of the needs and problems of work-measurement systems for small plants and offices was included in the course.

Phil Garman, Thelma Fox, and John Brumm will take part in a one-day educational conference for stewards of district 9, International Association of Machinists, Saturday, May 26 in East Alton.

"How to Handle Grievances Effectively," is the subject of the conference. The stewards will study effective grievance handling under contract procedures, making procedures work, the prevention of grievances, how to tell gripes from grievances, human relations, and the job of the steward.

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for stewards of district 9, International of Machinists, Setundary, May 26 in East Alvon.

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Beverly Campbell has lists of changes in train schedules made because of the change to daylight saving time. These are available to anyone who needs them.

Another item to help people who travel is a list of all the towns in Illinois which are on daylight saving time. This can also be obtained from Beverly.

For convenience, copies of these lists have been posted on the bulletin board near the editorial office.

The bulletin board outside the library from now on will carry exclusively news of ILIR doings and people. The editorial office has taken over the whole board and will post all articles concerning the Institute.

If you see any stories in the paper about ILIR people or things, clip it and bring it to the editor's office.

The Chicago home of Thomas J. Haggerty was bombed May 15. Haggerty is a member of the Institute advisory committee and secretary-treasurer of AFL Milk Wagon Drivers Union 753.

Nobody was hurt, although Mr. and Mrs. Haggerty and their two sons were in the house at the time of the bombing.

"This is as much of a surprise to me as it is to you," said Haggerty to the police.
"I have absolutely no idea why anyone would want to harm me."

Phil Garman, Jim Jones, and Walter Allen are taking an active part in the reorganization of the Student-Community Interracial Council. They are all charter members of the newly revised organization.

Dorothy Dowell visited the Institute recently. She is very enthusiastic about her job with the education department of the International Association of Machinists in Washington.

Sherm Rosen will spend this summer working in Detroit while studying at Wayne university.

He will enter the university's "Students-In-Industry Seminar in Industrial Relations, which is being given by the Institute of Industrial Relations there. The program includes work experience, lectures, and discussions.

Jim Jones recently started on the original data collecting phase of his thesis study by spending three days in Detroit. He interviewed staff members of the national UAW-CIO Office of Fair Practices and Anti-Discrimination Department to find out about the structure of this department.

"An Analysis of the Implementation of UAW-CIO's Fair Practices and Anti-Discrimination Policies in Selected Chicago Locals" is his thesis subject. Next week Jim will go to Chicago to study local unions in an attempt to find out how and to what degree these policies are carried out on the local level.

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INSIDE ILIR

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JAN 1 6 1952

UNIVERSITY OF ILLINOIS

INSTITUTE OF LABOR & INDUSTRIAL RELATIONS 704 S. SIXTH

Leland W. Myers, Editor

Vol. 5, No. 6

June, 1951

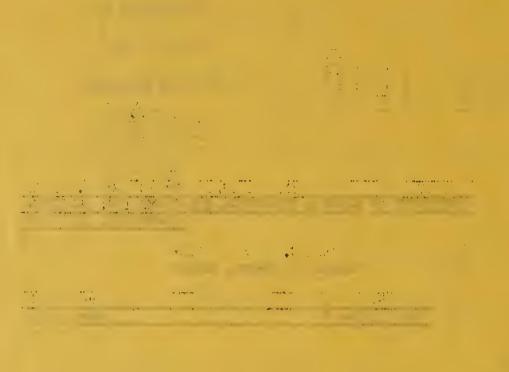
IT'S DEGREE TIME!

LARGEST GROUP YET

TO RECEIVE M.A. DEGREES

ON SUNDAY, JUNE 17.

(STORY ON PAGE 2)



SEVEN TO RECEIVE MASTERS DEGREES

Seven people will receive Master of Arts Degrees in Labor and Industrial Relations from the U. of I. on June 17.

These seven will bring to 26 the total number of people completing work for degrees at the Institute since classes began in 1947. This class is the largest yet.

Members of the class are:

Ruth Bender ...

...has been a Research Assistant at the Institute since last September. She is working on a study of the influence of governmental structure on wage stabilization policies during World War II. Ruth has done preliminary work on the study of the Influence of Timing and Character of Government Intervention in Labor-Management Relations. While studying at the Institute, Ruth was appointed Graduate Assistant in the Library. Later she became a Research Assistant.

Maurice Dare ...

...left the Institute last year to write his thesis on "Some Economic Issues and Problems of the Railroad Retirement Plan and Their Implications." Before coming to the Institute in 1949, he worked for the E. I. DuPont deNemours Company near his home in Deepwater, N. J.

David Flebbe ...

Railroad Company in Champaign, learning from the bottom up just how the company operates. Later he will probably be transferred to the Chicago office.

Kenneth Hougland ...

...for the past several months, has been business manager and instructor in Economics at the National College for Christian Workers in Kansas City, Mo.

James Ransom ...

...is now working for the Key-Lite Industrial Solvents Company in Lincolnwood, Illinois. He is Assistant to the President.

John Tucker ...

...formerly an instructor on a three-way appointment with ILIR, DUE, and the Department of Mechanical Engineering, is doing motion and time study work for the Coffing Hoist Company of Danville. While at the Institute Jack was co-author (with Lee Pigage) of two forth-coming bulletins on time and motion study and job evaluation.

Edward Wood ...

...has had to delay his plans for entering the industrial relations field—he is now a Captain in the U. S. Army. He is stationed at Fort Sill, Okla.



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COMING AND GOING

Just arriving:

Roxie Summers has taken over Sarah Heskett's job as Mail Clerk and Typist in the clerical office. She started work May 28. Roxie hails from Homer, and plans to commute daily.

Rachel Worrell joined the Institute staff June 11 as Editorial Secretary. Rachel, from West Point, will take Millie Weber's place in the editorial office.

Clarence H. Kelley began work at the Institute May 8 as part time Supply Clerk and Mimeograph Operator. He will go on full time status June 18, taking Jack Grant's place. "Kelley" is from Cicero; he is attending the University's School of Commerce, studying management.

Just leaving:

Jack Grant leaves June 16 for Toledo, Ohio, where he will join the research department of the Owens-Illinois Glass Company.

Jack has been Supply Clerk and Mimeograph Operator at the Institute since August, 1950.

He will receive his Bachelor of Science Degree in Mathematics from the University Sunday, June 17.

Ralph Bergmann will leave the Institute July 1 to take a job with the United Rubber Workers of America-CIO in Akron, Ohio.

He will be Assistant Research Director for the union, and will help prepare the union side of issues affecting the rubber industry. He will also take part in economics research for negotiations.

While at the Institute, Bergmann, a Research Associate, took part in a long term project on labor institutionalism, a study of the internal functioning of unions. He is also in the process of writing a paper on the relations between local and international unions.

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Rachel Worrell joined the Justibute staff Just 11 ag Jaitorial Secretary. Rachel, from Witte Point, will take Millie Wober's place in the editorial outles.

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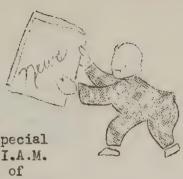
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while at the Institute, Pergmann, a les arch Associate, to me to a less term project on lober institutionalism, a strengther of terminal functioning of whom a paper on the relations between local terms in minus.



Phillips Garman and John Brumm took charge of a special educational Conference on Grievance Handling for I.A.M. stewards in East Alton May 26. About 50 stewards of I.A.M. District 9 attended the session.

ILIR and DUE will conduct the ILIR and DUE will tute for Fifth Annual Institute of the United Steelworkers of the United in July.

America-CIO in consist of America-Will consist of two one-week sessions, two one-week sessions, two one-week sessions, beginning July 8 and beginning July 8 and

June 17 marks the beginning of the Chemical Workers' Summer School at Allerton Park. The week-long school will be conducted by ILIR and DUE.

Otto Pragan, the union's Research and Education Director, will direct the school and teach a course in Negotiating Agreements. Phillips Garman, John Brumm, and Herman Erickson will handle the school for the Institute and DUE.

The union is sponsoring this school as part of its over-all educational program for members. The summer session here is one of four being held this year in the U. S. and Canada.

Murray Edelman has been invited to attend the fifth Educators' Conference on Employee Relations sponsored by the Standard Oil Company of New Jersey.

Murray left June 13 for the two-week conference in New York. While there, he will spend a week studying the Delaware-Maryland-D. C. Marketing Division of the Esso. Standard Oil Company, Baltimore, Md.

He is one of a group of 12 educators from colleges and universities throughout the country invited to participate in the conference.

Earl Wolfe will head a discussion group on "Economic Education-The American Way" at the Fourth Annual Conference on Adult Education June 26 to June 29, on the campus of the University of Illinois.

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June 17 marks the bequesing of the Shemical W chars! Swammer or at all white the trap soluted will be sonutated by IUR and THE.

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He is one of a group of 12 churchers from colleges and universities throughout the country invited to parti-

Formulash Torm at the fourth knownt Conference on wall threathen due: 20 to June 29, on the campus of the draweresty of Illinois.



Murray Edelman has been appointed to the Inter-Agency Consultant Group on Employment of the Physically Handicapped, sponsored by the State Department of Labor.

This group advises the Governor's Committee on Employment of the Physically Handicapped.

Ross Stagner and Milton Derber attended the Seventh Annual Meeting on Research in Industrial Relations sponsored by the Labor Market Research Committee of the Social Science Research Council and the Industrial Relations Center of the University of Minnesota.

Stagner presented a paper on "Conflict and Cooperation in Industrial Relations: A Psychological Approach."

The meeting was held in Minneapolis June 11 and 12. Ralph McCoy's article "Sources of Information in the Labor Field," was printed in the published Transactions of the hist Convention of the Special Libraries Association. The publication appeared in May.

McCoy will serve as chairman of a panel discussion on Library Service and Labor and Management to be held June 19 at the Special Libraries Association Conference in St. Paul, Minn. Prior to this he will meet with other institute librarians in their annual business meeting to discuss the cooperative library projects.

William McPherson's article on "Codetermination: Germany's Move Toward a New Economy," has been accepted for publication in the October issue of the Industrial and Labor Relations Review.

McPherson was in Germany for three months last year, and compiled information for his article then.

The library has taken over the responsibility for visual aids since Bill Schaffrath left. Already on order is a new sound filmslide projector which will show film strips as well as slides. It also has a recorder attachment.



Herray Wolman has been appears to the Inter-Agancy Consultant Group on Employment of the Physically Handicaterd, spensored by the State Department of Lobor.

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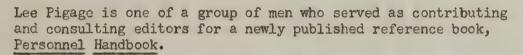
The library has taken over the responsibility for visual area since Bill chaffred test. Already on order is a new sound filestide projector which will show film strips as well as slades. It also has a recorder attachment.

Raye Hudson and Sol Levine have received Doctor of Philosophy Degrees from other universities....

Raye's degree is from Yale University--it is in Sociology.

Sol received his in Economics and Social Science from Massachusetts Institute of Technology.

Dick Wilcock, who joins the Institute June 15, will receive his doctorate in Economics from the U. of I. on June 17.



He edited the section on Job Analysis and Job Evaluation in the 1100-page volume. Lee is also co-author (with Jack Tucker) of two new bulletins on job evaluation and motion and time study which will be published soon by the Institute and the Engineering Experiment Station.

Marguerite Keswick, senior typist in the clerical office, left June 9 for the summer. She and husband Gordon will leave town soon for the West, where he will go to summer school at the University of California at Berkeley.

Marguerite is the oldest non-academic ILIR clerical employee in terms of length of service. She has been the artist for ILIR since 1948—and is Art Editor of both Inside and Outside ILIR. In addition, Marguerite does most of the work on all Institute material calling for the artistic touch.

Marguerite says the trip will give the Keswicks a chance to see new territory since they plan to take in a few sights on the way back in early September.

Murray Edelman's monograph on "Channels of Employment" is expected to be on its way to the printers some time next week.

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Leock, who joins the Institute June 15. ceeding his decembe in Economics from , of I. on June 17.

The Pigugotis one of a group of men who served as contributing and contribing suitors for a newly published reference book,

1100-page volume. Les is also co-sut'or (with book Posher) of the new bullching on jeb exclustion and time study which will be published soon by the institute and the Pagemering Experiment Station.

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Edecman's manograph on "Chennels of Employment" is expected to be on



Lynn Berg, former secretary to the Institute Director, is now in charge of the University's new Stenotype Service.

Lynn, who is handling the entire job, was set up as a separate Bureau of the University. Her office is in Illini Hall.

The first of five case studies in the project on Community Analysis of Labor-Management Relations at the Grass Roots has been completed.

The other four studies in the project are scheduled for completion sometime later this summer.

Ralph McCoy is a member of the Publicity Committee for the 75th anniversary celebration of the American Library Association to be held this summer in Chicago.

William McPherson drove to Chicago recently with several students for a field trip in LIR 443--Settlement of Labor Disputes.

The group sat in on mediation sessions of four labor disputes at the regional office of the Federal Mediation and Conciliation Service.

Students participating were: Mark Ackerman, Walter Allen, Ted Anderson, Will Binkley, Forrest Brown, Larry Clark, Sherman Rosen, and Phil Spielman.

Phillips Garman, John Brumm, Herman Erickson, and Thelma Fox will take part in a two-day Conference on Grievance Handling for staff representatives of the UAW-AFL Region Eight in Decatur, June 28 and 29. They will lead discussions on the steward's role, analysis of skills and information needed by a steward, and the job of training a steward.

Phillips Garman spoke before a special labor-industry relations meeting sponsored by the Morris Rotary Club on June 5. He discussed problems of wage and price stabilization before officers and representatives of the Central Trades Council, which represents all labor organizations in the county.

The first of five case studies in the project on Community analysis of labor-languages balations at it of these leeps has been constituted.

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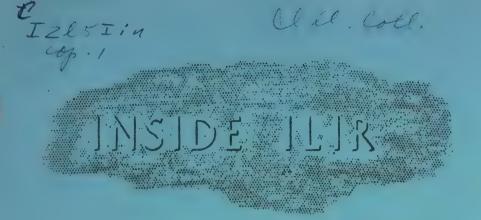
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UNITERSITY OF ILLINOIS

Institute of Labor & Industrial Relations 704 S. Sixth
Champaign. Illinois

Leland W. Myers, Editor

Vol. 5, No. 7

Summer, 1951



IT'S VACATION TIME!

SKELETON CREW STAFFS ILIR DURING SIMMER SEASON

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NAME WHAT A DAY & N



They're on vacation:

Phil Garman is enjoying life in Gatlinburg, Tennessee. He'll be back about the 20th of August.

Milton (he of the new house) Derber and family went east to see what they could see in Springfield, Massachusetts. They went to see his family, but chances are the Derbers will take in a few sights en route.

Don Hoyt, at last report, is dividing his vacation between Bellfontaine, Cleveland, and other Ohio cities. He'll be back in the editor's seat about the 13th of August.

Murray Edelman is spending a good deal of time in New York and Washington-part of it working for the Wage Stabilization Board, part of it vacationing. Later this month, Murray will journey to California.

Raye Hudson, whose questionnaire for the St. Louis machinist study is in the mails, is taking a month off at Nantucket, Massachusetts.

They're going soon:

Lucille Turquette plans to begin traveling westward about August 12. She and her husband will drive to Denver, Albuquerque, El Paso, and Mexico. En route, they'll visit family and friends.

Beverly Campbell begins re-lazing about August 13. She hopes to convince husband Bob to travel Wisconsin-ward.

Parbara Galvin will spend the first two weeks of September away from the library--plans made by the Galvins include quite a bit of farming.

Elizabeth Campbell will also leave early in September, vacation-bound. Plans are not yet made, but "we might go east," said Liz.

William McPherson and family will rough it for about three weeks in the northeast. They're going camping and traveling through that part of the country beginning about the 20th of August.

Leland Myers will leave August 16 to do some touring after his marriage on August 19.

(continued next page. . . .)

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Milton (he of the new house) Derher and Samily west east to see whether could see in Geringfield, Mascauractos. They went to see his feet by, but chances are the Derhers will take in a feet of gets on route.

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They're unfortunate:

Herman Erickson, Lou McQuitty, Lee Pigage, Evelyn West, Phyllis Reynolds, Ralph McCoy, John Humes, and Don Wray have all returned from vacations. Lament of the week: "We're tired!"

They're sad:

Jasia Banerjee, Sol Levine, Rachel Sharp, Jean Raney, Evelyn Huber, and Roxie Summers aren't planning vacations at all.

THE VISITORS ...

A recent ILIR guest was Fred Meyers, of the University of Texas Economics Department. He was passing through Champaign on his way to teach at Michigan State University during the summer.

Another visitor was Stan Zagol, former ILIR student, He's now business representative for the AFSCMEU, State Council 27, St. Louis.

THE ADDITIONS ...

Sol Levine's newest is doing fine, he says. About an hour and a half before son Samuel Billett was born on June 24, Mama Levine was enjoying a picnic. Some courage! Lou Boffo was passing out the cigars Monday. Reason: Elysa Gail, who arrived Friday, August 3. Elysa weighed only 5½ pounds, but Lou reports that everyone is fine.

Earl Wolfe is a Grandpa. The newest Wolfe arrived Friday, July 13 to oldest son David L. and his wife. William Earle Wolfe is the first grandchild.

Milton Derber says his new house is fine. (He bought it at auction in June). The Derbers invite all ILIRers to drop in any time--after they return from their vacation in Massachusetts.

THE ONLY ONE ...

Since so many staff and students of ILIR are gone during the summer, only one issue of INSIDE ILIR is being published. Next regular issue will be in September.

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Jesta Panerjee, Sol Levine, Rachel Snarp, Jean Maney, Evelyn Heber, and Rowie Summars aren't planning vacations at all.

THE VISITORS ...

A recent ILIR ruest was Fred Neyvors, of the University of He was passing through Chimpairs on his way to beach of Michigan State University

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William Earle Wolfe is the first

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THE EDITIONS...

The report of the second conference on "Central Labor Union Activities" December 5-6, 1950, has been bound and is available in the Editorial Office. Price: \$1.

A review of John Brumm's revised Bulletin, "Health Programs in Collective Bargaining," appeared in the June, 1951, issue of "The Management Review" of the American Management Association.

Other TLIR publications include: "Recent Trends in Occupational Disease Legislation," by Louise Steiner; "Unions, Management, and Industrial Safety," by Jack Strickland; "Second Class Mailing Privileges," by Arnold Weber; and "Advertising for Labor Newspapers," by Isabelle Zimmerly.

Gil Steiner is the author of a new University Press book, THE CONGRESSIONAL CONFERENCE COMMITTEES, 70th to 80th CONGRESSES. In it, he analyzes the complicated procedure of passing bills through Congressional joint committees.

THE GOVERNMENT ...

The Wage Stabilization Board has been raiding the coffers of ILIR manpower. Recent phone calls and telegrams to staff members have made it seem that the WSB wants ILIRers badly. Could be that Morry Horowitz, former ILIR staff member, has convinced the Board that Illinois people can stretch wages pretty far after living in Champaign-Urbana.



Jim Jones, who just finished his thesis last week, will go to Washington to begin work September 4 as an industrial relations analyst with the WSB.

Several other ILIR graduates and graduates-to-be will drive to Chicago for interviews this week at the regional WSB office there.

THE TEACHERS ...

During his recent vacation, Herman Erickson taught at a special Kentucky State Federation of Labor Institute. The special school, conducted like ILIR's Steelworkers Institute, lasted two weeks. Herman taught a course in economics during the second week. He reports that the Kentuckians can hold more beer than anybody and still report to class fresh in the morning.

THE EDITIONS ...

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A review of deim Prama's revised in the June, 1991, twent of "The Management Association.

Other ILIE publications include: "Recant Trends in Occupationsi.

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Several other LLTP graduates and graduates-to-be at the regional Mis office there.

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LIR WORLD-WIDE ...

Latest requests for ILIR publications have come from New Zealand, Russia, and British West Indies.

The Grenada Workers' Union in the Indies has requested copies of Richard Murphy's questionnaire for union meetings and members. Someone is trying to find out "Who's Too Old to Work?" in Russia. The order from a Soviet library came to ILIR through an import-export house in New York. The request from New Zealand was for Ralph McCoy's "American Sources of Information in the Labor Field."

Each week the Editorial Office receives letters from two or three foreign countries. From Europe, Asia, India, Africa, and many other places come requests for ILIR publications and information. In return, ILIR receives some publications from other countries. One such exchange publication is a magazine printed in South Africa in English and Boerish Dutch.

In addition to the exchange lists, the ILIR library subscribes to many foreign language labor newspapers. One of the finest collection of postwar Dutch labor papers is in the ILIR library, and the collection of French, talian, German, Swedish, and other labor papers of the world is rapidly becoming one of the best in the country.

NEW FIELD FOR ILIR ...

The Extension Division and ILIR are beginning work on a program of management training for the Peabody Coal Company. The training program is the first to be attempted in the coal management field, according to Earle Wolfe, who's doing ILIR's share of the work. He says that tentative plans call for projects in training for both top management and eventually the men in the fields.

This move into the coal industry is just another project added to the list of programs already handled by ILIR and DUE. In the past, they've helped such industries as the hospitals, the dairies, and the railroads to develop better training and education programs.

THEY WENT ...

John Brumm spoke at the Second Annual Illinois State Industrial Union Council CIO-Community Services Committee Conference July 27-29 at Ottawa. He told participants at the conference about ILIR and the extension program.

Earle Wolfe attended the Centennial International YMCA convention at Cleveland, June 21-24. He also took part in the First North American Young Adult Assembly, and in the Sixth National "Hi-Y" Congress.

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dairies, and the ratiroads to develop better training and cau-

Berlo Molfs attended the Contes.

THE BRAVE SOUL ...

Earle Wolfe broke ground Friday, August 3, at 112 Mumford Drive in University Downs. He and members of his family are building a home there. "We're doing a lot of the work ourselves," he said. They hope to be able to move in by the middle of October or so.

HERE 'N THERE ...

Jasia and Dilip Banerjee are the newest ILIR golfers--Jasia now sports two or three large blisters on her golfing hand, but Dilip is ready to join the ranks of the pros.

Margaret Chandler entered the hospital recently for an operation. She is reported to be much better now, and hopes to go home in a few days.

Donald Hoyt, editor extraordinnaire, showed another talent July 20 when he conducted a large auction in the clerical office. Amid the gayety and color of a southern tobacco auction, Hoyt sold such valuables as cups and saucers, coffee pots, dishpans, paper napkins, and all sorts of handy house-hold goods. Total profits for the auction: \$18.39, which went into petty cash.

One suggestion for disposal of the money (which puts ILIR in danger of anti-trust action): down payment on an air-conditioning unit. Any other ideas?

Sarah Heskett, former clerical staffer, has gone the way of most ILIR people. She's now in Washington, studying to be an office manager under the Government Civil Service System.

Arnold Weber took his oral exam July 16, just before returning to the east to work in the building trades this summer.

Evelyn West spent a quiet two weeks at home during her vacation. She was with fiance Delmar Kesler until he left for the Army and Fort Riley. Evelyn's comment on the vacation: "Too short!"

Millie Weber, former editorial secretary, writes from Chicago that she is now an advertising copy-writer for the Majestic Electric Supply Company. It's a mail order house which sells to dealers. She says that the housing situation there is even worse than Champaign. Millie and Bob are living with her folks.

HELP!

If you are planning to take a trip, accept a new job, teach some people, fly a kite, or if you know of anyone at ILIR who's going to do something, please let us know about it, will ya, huh?

We try to keep up with all your activities, but there are so darn many people and things to watch, we can't catchum all. Help!

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THE ROVIN' KIND ...

Phyllis Reynolds spent most of her vacation close to the richest plot of ground in the world--she was in Louisville, Kentucky, not far from Fort Knox. Said Phyllis: "Fort Knox is an awfully big place!"

Marg Keswick, in California for the summer, says that she and husband Gordon are all settled now "in a swell apartment." Gordon is taking a course in Press and World Affairs. Food in California, writes Marg, is about equal in price to Illinois products, but there is much more variety. Also in California: "A very heavy fog."

A card from Ruth Bender invites everyone to come to Paris. It can't be compared to any other city in the world, she says.

Camp McCoy was confused. On July 22, ILIR's Ralph McCoy dropped in for a couple of weeks of reserve training. The two McCoys got along famously. The one that eats gained six pounds.

Leona D'Acquisto, in the final stage of writing her thesis, took time out for a quick trip to Racine, Wisconsin, to see her sister get married.

Rachel Worrell, editorial secretary, was married on July 28. Rachel's new name: Mrs. Ralph Sharp. Now living in a Wright Street apartment, the Sharps will be looking for a new one about the first of September.

Leland Myers will marry Marcelline Brian August 19 in Springfield. They're also apartment-hunting.

MARRYIN

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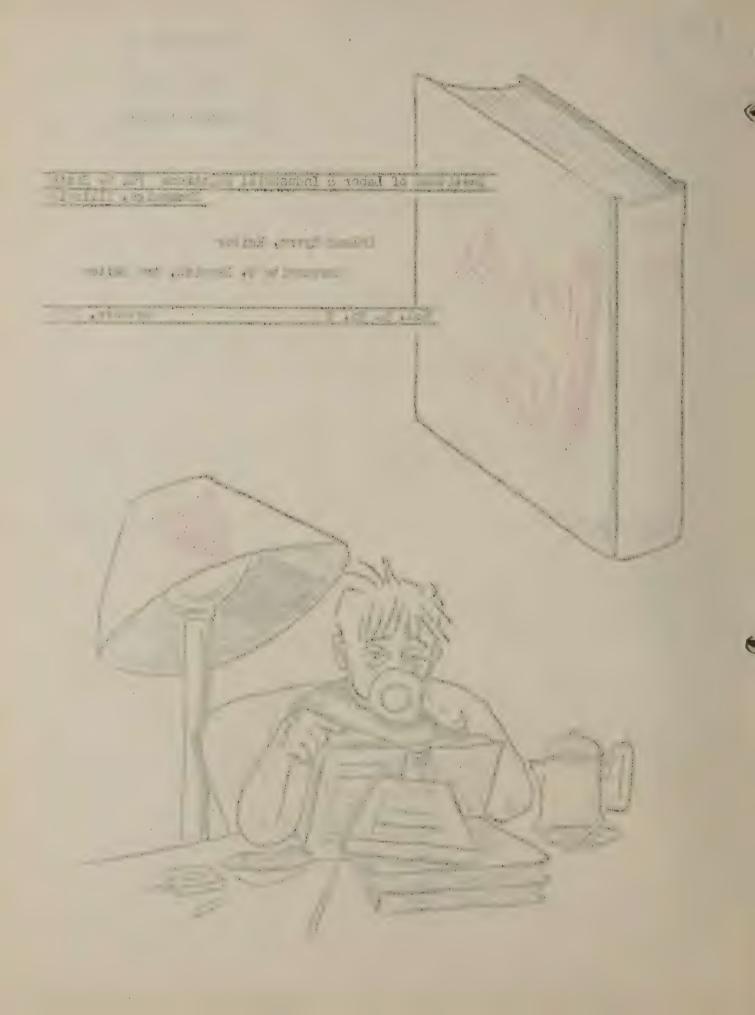
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ILIR STARTS FIFTH YEAR WITH 26 STUDENTS

Twenty-six students have registered at the Institute this semester. This brings to 146 the number of people who have taken graduate work here since the first courses were offered in 1947.

Eight of the 26 have registered at ILIR before. The 16 who are new come from Massachusetts, Missouri, Ohio, Pennsylvania, Wisconsin, Louisiana, Illinois, Austria, Germany, and the Panama Canal Zone.

They did undergraduate work at Boston College, Dillard University, Tulane, Louisiana State, Miami of Ohio, Miami of Florida, Drake, Washington, and Duke.

One man--Albert Cacherat--expects to receive a Master of Arts degree in Political Science in February. He's taking ILIR courses now and plans to continue his studies to receive an M.A. in Labor and Industrial Relations.

The Institute this semester has two special students. Frederich Lang is here from Vienna, Austria to observe the workings of American trade unions, and is also looking in on the Institute. Anne Marie Duelp, from Bamberg, Bavaria, in Germany, was admitted to special status by the graduate college, and may continue to work for her M.A. after her previous school records have been cleared.

"Fritz" Lang, from the Vienna White Collar Workers Union in Austria, is especially interested in activities conducted by American trade unions for youths.

Although he'll be here only until December, Fritz is sitting in on Garman's class in Labor Union Organization and Administration. Since he doesn't have to study much, Fritz is planning to take several trips with the extension staff to investigate first-hand how unions work in Illinois.

(continued on page 3)

FIRTH YEAR ATTOMATE

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(Continued on page 3)

Anne Marie Duelp has worked as an interpreter, secretary, and Chairman of the Works Council in Germany. She came to the United States first in 1949 as a government exchange student. She attended Bryn Mawr College and the University of Wisconsin, then returned to Germany late in 1950. At the request of the High Commission, Anne Marie toured Germany, lecturing on her American experiences.

This summer, Anne Marie decided to come back to America to study labor and government relations. She arrived in New York last month and came to the Institute to begin her advanced study. When she receives her Master of Arts degree, Anne Marie plans to return to Germany and "get into the labor movement."

One of the hardest working students this year will probably be Gordon Frick. He is on leave from the Panama Canal Company, where he is a Salary and Wage Analyst in the Personnel Division. Taking four courses this semester, Gordon says he has to get his degree in June, because his leave of absence expires then.

Gordon, born in Indiana, went to the Canal Zone in 1938 as a soldier. He liked it so well that he stayed after his discharge in 1940. In 1942 he returned to the Army and travelled from the Atlantic to the Far Pacific. Gordon still liked Panama. On his second discharge in 1947, he returned and became a Personnel Clerk, then a Salary and Wage Analyst.

Gordon was granted a leave of absence recently to return to the U. S. to study. He received his B.A. degree in June from the University of Miami in Florida.

Nine of this year's students have been appointed ILIR graduate assistants. They are Mark Ackerman, Walter Allen, Ted Anderson, Lou Boffo, Jim Dilorio, Anne Marie Duelp, Bob Fox, Billy Lovin, and Sherman Rosen.

Former ILIR ers. . .

Morrie Horowitz, former Research Assistant Professor, was recently appointed Associate Director of the Office of Case Analysis of the Wage Stabilization Board in Washington. W. Ellison Chalmers, former ILIR Director, has been serving as Director of the Board Standards Division of the Wage Stabilization Board in Washington.

Forrest Brown, now an Industrial Relations Analyst with the Chicago regional Wage Stabilization Board, returned to Champaign September 29 to take his oral exam for his Master of Arts degree. Forrest will be the Institute's only October graduate. Anne Maria Duelp has worked as an interpreter, secretary, and the works Council in Germany. She came to the control of the council in Germany. The council of the request of the council of the request of the council o

York last month and came to the Institute to begin ber advanced study. When she receives her Master of Arts degree, Anne Marie plans to return to Germany and "get into the labor movement."

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Analyst with the Chicago regional Wage in the Champaign of the to take also call and the Champaign Marter of Arts dagree. Forrest will be the Institute's only October graduate.

In the four display cases

In the Library's north-south

corridor are official union documents,

and handbills.

The University Library began its collection before World War I, and with the help of ILIR has increased it steadily until now there are about 25,000 union items. The ILIR Library has added much to the collection through contacts in the field—conference, institutes, extension classes, and other programs. ILIR each month receives hundreds of newspapers, pamphlets, books, and handbills, which it adds to the growing collection.

One of the unusual items in the library exhibit is the 50-year-old charter of the Champaign-Urbana local hith of the International Typographical Union, one of the oldest in the country.

Another unique document is a copy of the first proceedings of the 82-year-old Knights of Labor. Because of the secret nature of this early labor union, the name of the organization was never printed in the proceedings. When it was necessary to use the name "Knights of Labor," the printer substituted "* * * *."

An example of a union pamphlet battle is also displayed in one of the cases. There are several handbills and pamphlets published by both the CIO and the AFL in an attempt to organize Western Electric workers at the Buffalo (N.Y.) plant.

Also displayed are comic books, the first daily labor newspaper, posters and other publications demanding political, community, and social action.

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also displayed are comic books, the first daily labor and the contract of the contra or . wall, and social action.

Newest member of the Library staff is Mrs. Virginia Prestridge. She is a library assistant, replacing Clementine Sprow. Virginia's husband is on the architecture teaching staff.

Virginia, who formerly taught personnel administration at Alabama Polytechnic Institute, has an M.A. degree in Industrial Sociology from Columbia University.

She has also done work for the Better Business Bureau in New York. Just before joining the Institute, Virginia worked in the University Library.

Another new ILIR member is Fred

Another new ILIR member is Fred Meyers, now on the research staff. Fred formerly taught at the University of Texas and the University of North Carolina. This summer he taught at Michigan State College.

Fred was with the OPA in 1941 and 1942, then became Assistant to the Director of the Washington Division of the Labor Bureau of the Midwest.

In 1945 and 1946, he was with the U.S. Treasury Department in Germany. From 1946 to 1949, Fred was Director of the Atlanta Office of the L.B.M.

This year, he was the author of a book on Economics of Labor Relations.

Fred is married and has three children. He was appointed Associate Professor of Labor and Industrial Relations in September.

Third addition to ILIR is Walter Polner, instructor in DUE and the Institute.

Born in Brooklyn, Walter received his B.A. and M. A. degrees from the University of Wisconsin in 1947 and 1948.

He then went to the University of California at Los Angeles as an extension lecturer and research assistant. During the summer session of 1949, he taught at Long Beach City College. He was also a teacher at Mt. St. Mary's College, before he returned to the University of Wisconsin in the summer of 1950.

At Wisconsin, Walter was an assistant in the Industrial Relations Center.

He was appointed to the ILIR staff in September.

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Fourth new ILIRer is Hjalmar Rosen.

Graduating from the University of Minnesota in 1943, "Squish" received his M.A. degree in Psychology a year later from the same school.

In 1939 and 1940, he was editor and owner of the Deephaven Argus, near Wayzeta, Minnesota.

In November, 1944, Squish went into the Army. By the time of his discharge in 1946, he was a staff sergeant. He returned to the University of Minnesota to become an instructor while working on his Ph.D.

This year he received his doctorate. In September he was appointed Assistant Professor of Psychology in Labor and Industrial Relations.

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1951-1952 extension classes . . .

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Gammill Humes	Human Relations and Supervision	Pennsylvania Railroad employees and supervisors	
Humes	Conference Leadership Workshop	Bowman Dairy Co.	
Erickson	Collective Bargaining	United Paperworkers CIO	
Erickson	Trade Union Problems	Local 1422, USA CIO	
Joliet -	,		
Erickson	Labor Legislation - Social and Protective	citywide labor groups	
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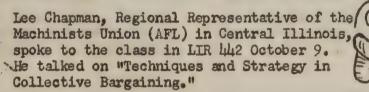
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Don Wray and Raye Hudson went to Chicago to attend the annual convention of the American Sociological Society September 5, 6, and 7.

Ross Stagner and John Humes took part in the joint meetings of IRRA and the American Psychological Association in Chicago August 30 to September 5. Humes read a paper on "Workshop, Clinical and Counseling Techniques in Supervisory Training Programs." Stagner was chairman of a symposium on "Psychological Factors in International Tensions," and participated in another on "Criteria for Useful Labor-Management Research."

William McPherson talked about "Functions and Techniques of Arbitration" at a special educational conference of the IAM in Chicago September 15.

Murray Edelman read a paper before a joint meeting of the IRRA and the Political Science Association in San Francisco August 29. His paper was "Some Influences of Governmental Organization (on Labor Policy in a Defense Economy."



"A Survey of Illinois Labor Relations Law," by Nathan Hakman appeared in the May-June issue of the ILLINOIS LAW REVIEW of Northwestern University. The article is being reprinted as No 11 in the Institute reprint series. Hakman is a former ILIR staff member.

ILIR will lose a staff member when the 44th National Guard Division leaves for Camp Cooke, California, in February. Barbara Galvin, Library Typist, will leave with her husband Bob, who is an officer in the Division. They'll arrive in California about February 15.

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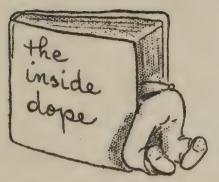
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William McPherson talked about Tunctions and Techniques of

spoke to the class in LTR 442 Cotober 9.

"A furvey of Illinois Labor Relations Law," hy Hathan Eakman sopeared in the May-land issue of the ILLINOIS LW EEVILW of Morthwestern University. The article is being retrinted as No 11 in the Institute reprint naries.



Evelyn West, Library Stenographer, plans to be married early in December. Groom-to-be is Delmar Kesler, who's now at Fort Riley, Kansas.

Mrs. Phil Garman spent four days in the hospital recently undergoing a minor operation. According to Garman, she's recovering and resting at home.

Margaret Chandler, who is recovering from a series of operations, dropped in last Monday. Margaret, Research Assistant Professor, has been in and out of the hospital since July. She was in surgery 13 times, but came through OK. Margaret expects to be back soon.

The new Illini Grove was the scene of a rip-roarin' weiner roast September 28. LIRA sponsored the affair, attended by about 40 graduate students and guests.

A late vacationer last month was Liz Campbell. She took life easy from the 17th to the 28th, making short trips to several nearby pleasure spots.

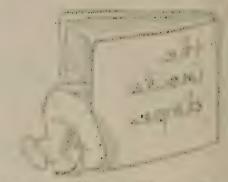
around and about

Graduate Assistant Bob Fox is the father of a new girl, born during the summer. Cynthia Anne Fox made her debute July 29, while Bob was working in Danville as part of the requirements for his M.A. degree.

John Raymond Carroll III joined Dar and her husband on August 13. The newest Carroll clan member weighed in at 74 pounds in Carle Hospital. Dar was formerly Clerical Office Supervisor.

Latest addition to the editorial office is a new set of placques to be used in ILIR exhibits and classes. There are three sections of the new display, which can be hooked together to serve as one unit, or can be used separately. The display describes ILIR services.

For graduate students who want to sit in on conferences, attend extension classes, meetings, take trips to plants etc., Sol Levine will make arrangements for transportation. Sol will also have a list of classes, meetings, and institutes that students can attend. He'll make sure the group holding the affair has room for observers, and then put down the names of any students who want to go. The purpose of the new arrangement is to give students a better idea of ILIR services and activities.



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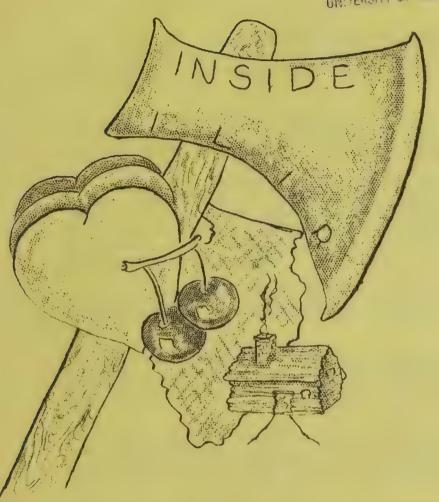
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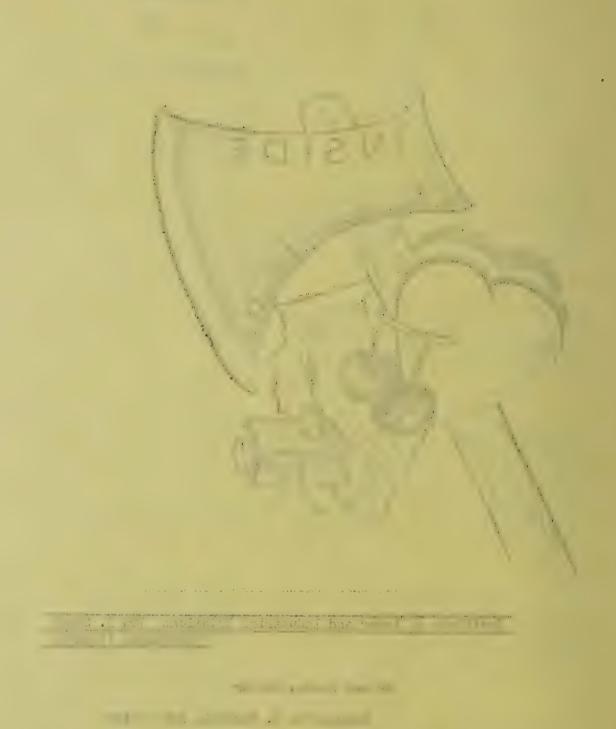
Institute of Labor and Industrial Relations 704 S. Sixth Champaign, Illinois

Leland Myers, Editor

Marguerite W. Keswick, Art Editor

Vol. 6, No. 1

Jan.-Feb., 1952



Seven men from the University of Illinois, two from other Illinois schools, and three from out-of-state colleges have registered at the Institute for the spring semester.

The 12 new students--all men--together with 17 "old" ones, bring the total enrollment for the spring semester to 29, an increase of three over last term.

Only two of the new students are from out-ofstate. Selig Danzig, who has a Bachelor's Degree from the College of the City of New York, hails from New York City. Richard McFadden lists his home town as Columbus, Ohio. He received his Bachelor's Degree from Ohio State University.

Virden Morrison, from Wyanet, received his undergraduate degree in Industrial Economics from Iowa State College.

The two state residents who have received degrees elsewhere in Illinois are Wilbur Clendenin (Southern Illinois University) and Henry Wiegmann (Lake Forest College).

Joseph Carlson, Robert Griese, William Hotto, Thomas Rosko, Jerome Schwaiger, Vernon G. Talbott, and C. Edward Weber all did their undergraduate work at the UI.

Danzig, McFadden, Rosko, and Weber have been appointed Graduate Assistants for the spring term, with Jennette Schermerhorn and Maurice Buddemeier, who studied at ILIR last semester.

from other Illinois schools, and three from outpofstate colleges have registered at the Institute for the apring semester.

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Banyig, McFeddou, Rosky, and Weber have been ap-



ILIR has had quite a few visitors in the past month or two. Some of them have come to speak to classes, while others have been here for conferences and other business reasons.

Dr. Dale Yoder, Director of the Industrial Relations Center of the University of Minnesota, took part in the Personnel Management Conference. He stopped at the Institute for an informal discussion with staff members.

Elmer Christell, of the Industrial Relations Staff of Peoples Gas, Light and Coke Company in Chicago, spoke at a LIRA luncheon meeting, then held a bull session for ILIR staffers.



John M. Firestone and Curtis Gallenbeck both spoke to Milton Derber's Research Seminar. Firestone is Regional Price Economist at the Bureau of Labor Statistics in Chicago, and Gallenbeck is Supervisor of Industrial Relations Research at Inland Steel in Chicago.

Roy Rollins, Personnel Director of the A. E. Staley Company in Decatur, dropped in to visit during the Personnel Management Conference. He was a consultant at one of the conference sessions on Work Incentives.

Stanley Johnson, Secretary-Treasurer of the Illinois State Federation of Labor, spoke to Phillips Garman's class in Labor Union Organization. He talked about "Political Lobbying." Afterward, Johnson spent some time at the Institute talking with the staff members.

Less Geddes was on campus January 30 and got together with the Institute staff. He is Vice President in Charge of Industrial Relations for Greenlee Brothers in Rockford.

Harry Douty spent two days visiting the Institute last week. Douty is being considered for the Directorship of ILIR by the Directorship Committee. He is Chief of the Wage Analysis Division of the U. S. Bureau of Labor Statistics.

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Last week. Douby is being considered for the Douby is being considered for the Directors in Comm. :

IIIR and the School of Social Work

presented a lecture by Dr. Peter Manniche February

18 at 7:30 p.m. in the Wedgewood Room of the Illini
Union.

Dr. Manniche, founder and Principal of the International People's College in Elsinore, Denmark, spoke on "Social Security Legislation and Labor Legislation in Denmark."

Now on a two-month lecture tour of America, Dr. Manniche is one of the top interpreters of the Danish Folk Schools. He has lectured under the auspices of the Institute of International Education in the U. S. and the National Council of Education in Canada.

He has also been Special Lecturer at the University of London, a delegate to the second UNESCO session in Mexico, Lecturer at Oxford University in London, and Visiting European Consultant to HICOG in Germany.

The Institute Library will microfilm the proceedings of the early meetings of the Illinois State Federation of Labor. Stanley Johnson, Secretary-Treasurer of the Federation, loaned the proceedings to Ralph McCoy for microfilming. They are the only official records of the organization's early conventions in existence.

With the proceedings are notes, newspaper clippings, and other documentary material gathered by Eugene Staley, who wrote the history of the ISFL in 1930.

ILIR now has files on the Federation almost as complete as those of the group itself.

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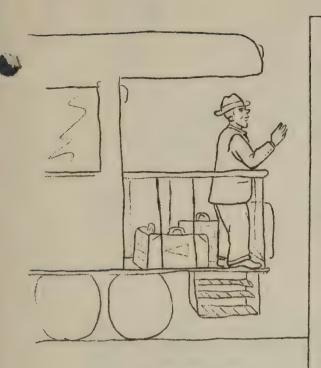
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Evelyn (West) Kesler, Library Stenographer, resigned to join new husband Delmar in Fairbanks, Alaska.

He is stationed there with the Army.

William McPherson took
several students with
him on February 20 when
he went to Mt. Carmel to
hold an arbitration hearing. The dispute involved
the Mt. Carmel Public Utility
Company and the United Electrical
Workers.

Five Graduate Assistants took jobs with a union, two companies, the government and a university.

Arnold Weber left February 6 for New York to be inducted into the U. S. Coast Guard. He will go to New London, Connecticut, for four months training, then graduate as a Lieutenant $(j \cdot g_{\bullet})_{\bullet}$

Walter Allen started work as Director of Research and Services for the Printing Pressmen's Union in Pressman's Home, Tennessee, on February 15. This is the same job held by Phillips Garman from 1937 to 1941.

Ted Anderson entered a two-year training program with the Minnesota Mining and Manufacturing Company in Minneapolis early this month. After "graduating" from the program he will become a member of the Personnel Staff of the company.

Lou Boffo left the first of the month to become Assistant Professor of Economics at the University of Missouri. He plans to return to Illinois next fall to complete work on his doctorate degree.

Mark Ackerman began work last week at the Dewey and Almy Chemical Company in Cambridge, Massachusetts. He is an assistant to the Industrial Relations Director.

> Zarl Wolfe held a planning session February 10 in Joliet for a leadership training program for the annual Illinois area YMCA Conference for Young Adults,

Phillips Garman flew to Washington last month to take part in a Wage Stabilization Board Dispute Panel. He was one of two public members on the six-man, tri-partite panel. The dispute was between the CIO Shipbuilders Union and the Todd Shipbuilders of Ios Angeles.

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Walter Allen started work as Biroctor of Beserroh and Services for the Printish Press. no.'s Union in Francisco, Samuel S. This is the same job neid by Phillips Garman from 1737 to 1941.

Ted Anderson entered a two-year training program with the Manesota Mining and Manu-iactyring Company in Minmagnelis early this month. After "graduating" from the program he will become a member of the Personnel Staff of the company.

low Boffe left the first of the month to become Assistant Professor of Economics at the University of Missouri. He plans to work on his doctorate degree.

Mark Actorson biggs work lust week at Combrings, in suggesties. He thin assistant to the Industrial Relations lirector.

First Wolfe held a planning seasion February 10 in Joliet for a leadership training program for the annual life nois are a YMA Conference for Young

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"You as a Leader" was the subject of a talk by Earl Wolfe at the luncheon meeting of the Streator Kiwanis Club on February 5.

ILIR has added a new Mail Clerk. She is Mrs. Margaret B. Chandler, no relation to Research Assistant Professor Margaret K. Chandler. The clerical Mrs. Chandler--"Peggy" for short--is taking Roxie Summers! place. Roxie has moved to Jean Raney's former job as Stenographer.

An "old" new-comer is back at her desk in the Library. Rosalie Williams returned February 11. She's been gone since April, 1951. In the interval, she added a new daughter to her family. Marsha Ann Williams was born November 22.

LIRA welcomed new students at a special meeting at the Eight O'Clock Club February 4. President Gordon Frick reported six new members joined the 17 "oldsters" to get acquainted.



Earl Wolfe received word two weeks ago that his Mother had died in Iowa. Earl was in Sterling at the time, teaching an extension class. He returned to Champaign and then went to Iowa with his family.



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